

Student Achievement and Teacher Quality Program Senate File 277

As Amended by House Amendment S-3298

Last Action:

House Floor

April 5, 2007

An Act relating to the state's educational standards regarding teacher librarians and qualified guidance counselors, and to teacher and administrator quality, including the student achievement and teacher quality program and an administrator quality program, making appropriations, and providing an effective date.

**Fiscal Services Division
Legislative Services Agency**

NOTES ON BILLS AND AMENDMENTS (NOBA)

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**EXECUTIVE SUMMARY
NOTES ON BILLS AND AMENDMENTS**

**SENATE FILE 277 AS AMENDED BY S-3298
STUDENT ACHIEVE. & TEACHER QUALITY PROGRAM**

HOUSE AMENDMENT S-3298

Page and Line numbers refer to the location where the amendment action is inserted into SF 277.

- Extends the reimbursement of registration fees for National Board Certification to those that register for certification by December 31, 2007. (Page 3, Line 2)
- Extends the annual awards for National Board Certification to those that register by December 31, 2007. (Page 3, Line 2)
- Specifies that applicants must achieve National Board Certification within the timeline established by the National Board for Professional Teaching Standards in order to qualify for the annual award. (Page 3, Line 2)
- Requires a minimum of a Bachelor's degree to obtain a Statement of Professional Recognition from the Board of Educational Examiners. (Page 3, Line 9)
- Requires school districts to conduct background checks prior to entering into an initial contract with teachers holding licenses other than an initial license. (Page 3, Line 34)
- Strikes the exclusion of school nurses from the Student Achievement and Teacher Quality Program. (Page 4, Line 13)
- Strikes the inclusion of teachers at the Iowa Braille and Sight Saving School and the School for the Deaf in the Student Achievement and Teacher Quality Program. (Page 4, Line 17)
- Specifies that an existing professional development, curriculum, or student improvement committee may serve as the Teacher Quality Committee if it meets certain criteria and the school board, administration, and the certified employee organization agree. (Page 5, Line 25)
- Specifies that the Teacher Quality Committee must follow the professional development model adopted by the State Board of Education in determining the use and distribution of professional development funds allocated under the Student Achievement and Teacher Quality Program. Specifies that the Committee's decisions are subject to the approval of the local school board. (Page 6, Line 4)
- Specifies that the goal for the use of professional development funds allocated under the Student Achievement and Teacher Quality Program is to provide one additional contract day or the equivalent of a contract day for professional development. (Page 9, Line 11)
- Restores language allowing the use of market factor incentives to improve the racial and ethnic diversity on local teaching staffs. (Page 14, Line 17)

**EXECUTIVE SUMMARY
NOTES ON BILLS AND AMENDMENTS**

**SENATE FILE 277 AS AMENDED BY S-3298
STUDENT ACHIEVE. & TEACHER QUALITY PROGRAM**

**HOUSE APPROPRIATIONS
COMMITTEE AMENDMENT S-3298
(CONTINUED)**

**BILL AS PASSED BY THE SENATE
GUIDANCE COUNSELORS
REQUIRED**

SCHOOL NURSES REQUIRED

- Specifies that a portion of the funds allocated to implement professional development, assist Teacher Quality Committees, and implement the evaluator training program may be used by the Department of Education to fill not more than 4.0 FTE positions. (Page 16, Line 21)
 - Limits the Pay for Performance Commission to conducting two pay-for-performance planning pilots in FY 2008 and two implementation projects in FY 2009. Establishes the Career Ladder Pilot and directs the Department of Education to conduct up to eight career ladder planning pilots in FY 2008 and eight implementation projects in FY 2009.
(Page 18, Line 16 through Page 19, Line 10; Page 22, Line 7 through Page 24, Line 9)
 - Strikes the Iowa Elite Teacher Program. (Page 20, Line 4 through Page 21, Line 35)
 - Requires school districts to have a licensed guidance counselor beginning July 1, 2007. Requires each district to work toward a goal of having one qualified guidance counselor for every 350 students.
(Page 1, Line 23)
- FISCAL IMPACT: Section 5 of the Bill permits the Department of Education to grant waivers of this requirement for up to two years for districts that do not currently have a guidance counselor. Section 6 authorizes the School Budget Review Committee to grant one-time supplemental aid or establish a one-time modified allowable growth for school districts to hire guidance counselors. It is likely the requirement for guidance counselors will not be fully implemented until FY 2010.
- The Bill does not preclude sharing of a counselor among several districts. In FY 2007, 41 school districts do not have a guidance counselor, and the average annual salary for a full-time guidance counselor is \$48,644. The cost of the employer's portion of retirement and Social Security contributions is assumed to be 13.0% of the annual salary. An average annual salary increase of 3.0% is assumed.
- The cost of reaching the goal of one guidance counselor for every 350 students has not been estimated. In FY 2007, 154 districts had 350 students or fewer per guidance counselor, while 211 districts exceeded the desired ratio.
- There is no fiscal impact to the General Fund of the State as a result of this section of the Bill. The statewide fiscal impact to local school districts is estimated to be between \$1.2 million and \$2.5 million by FY 2010.
- Requires school districts to have a school nurse to provide health services to students beginning July 1, 2007. Requires each district to work toward a goal of having one school nurse for every 750 students. The school nurse must hold a Statement of Professional Recognition issued by the Board of Education Examiners. (Page 1, Line 34)

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**SENATE FILE 277 AS AMENDED BY S-3298
STUDENT ACHIEVE. & TEACHER QUALITY PROGRAM**

**SCHOOL NURSES REQUIRED
(CONTINUED)**

FISCAL IMPACT: Section 5 of the Bill permits the Department of Education to grant waivers of this requirement for up to two years for districts that do not currently have a school nurse. Section 6 authorizes the School Budget Review Committee to grant one-time supplemental aid or establish a one-time modified allowable growth for school districts to hire school nurses. It is likely the requirement for school nurses will not be fully implemented until FY 2010.

The Bill does not preclude sharing of a nurse among several districts. In FY 2007, 84 school districts do not have a school nurse, and the average annual salary for a full-time school nurse is \$34,000. The cost of the employer's portion of retirement and Social Security contributions is assumed to be 13.0% of the annual salary. An average annual salary increase of 3.0% is assumed.

The cost of reaching the goal of one school nurse for every 750 students has not been estimated. In FY 2005, 136 districts had 750 students or fewer per nurse, while 231 districts exceeded the desired ratio.

There is no fiscal impact to the General Fund of the State as a result of this section of the Bill. The statewide fiscal impact to local school districts is estimated to be between \$1.8 million and \$3.5 million by FY 2010.

**STUDENT ACHIEVEMENT AND
TEACHER QUALITY –
MINIMUM TEACHER SALARIES**

- Increases the minimum salary for beginning teachers by \$1,000 to \$26,500 in FY 2008. (Page 10, Line 14)

FISCAL IMPACT: The estimated statewide cost of the minimum salary increase for beginning teachers is \$1.5 million in FY 2008.

- Increases the minimum salary for first-year career teachers by \$1,000 to \$27,500 and the minimum salary for all other career teachers by \$1,000 to \$28,500 in FY 2008. (Page 10, Line 25)

FISCAL IMPACT: The estimated statewide cost of the minimum salary increases for career teachers is \$898,000 in FY 2008.

**STUDENT ACHIEVEMENT AND
TEACHER QUALITY –
CHANGES TO FY 2008 AND FY 2009
APPROPRIATIONS**

- Increases the FY 2008 General Fund appropriation to the Student Achievement and Teacher Quality Program by \$35.0 million to a total of \$174.3 million. This is an increase of \$70.0 million compared to the estimated FY 2007 appropriation. (Page 29, Line 7)
- Increases the FY 2009 General Fund appropriation to the Student Achievement and Teacher Quality Program by \$75.0 million to a total of \$249.3 million. This is an increase of \$75.0 million compared to the new FY 2008 appropriation. (Page 29, Line 7)

**STUDENT ACHIEVEMENT AND
TEACHER QUALITY PROGRAM –
CHANGES TO ALLOCATIONS**

- Allocates \$1.5 million in FY 2008 and FY 2009 to the Department of Education for issuance of National Board Certification awards. Of the amount, \$85,000 is allocated to the Ambassador to Education position. The amount allocated fulfills existing commitments to those who registered for certification prior to January 1, 2006. No additional awards are funded. (Page 15, Line 30)

**EXECUTIVE SUMMARY
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**SENATE FILE 277 AS AMENDED BY S-3298
STUDENT ACHIEVE. & TEACHER QUALITY PROGRAM**

**STUDENT ACHIEVEMENT AND
TEACHER QUALITY PROGRAM –
CHANGES TO ALLOCATIONS
(CONTINUED)**

- Allocates up to \$695,000 annually in FY 2008 and FY 2009 to the Department of Education for professional development and evaluator training. (Page 16, Line 8)
- Allocates up to \$20.0 million in FY 2008 for distribution to school districts for professional development. (Page 16, Line 22)
- Allocates up to \$1.8 million in FY 2008 to the Department of Education to establish Teacher Development Academies. (Page 17, Line 20)
- Allocates funding for distribution to school districts for market factor incentives as follows: (Page 18, Line 1)
 - FY 2007 - \$3.4 million
 - FY 2008 - \$3.4 million
 - FY 2009 - \$7.5 million
 - FY 2010 - \$6.6 million
- Allocates \$1.0 million for FY 2008 to the Department of Education for the Pay for Performance Program. (Page 18, Line 20)
- Allocates \$2.5 million annually for FY 2009 and FY 2010 to the Department of Management for the Pay for Performance Program. (Page 18, Line 34)
- Specifies that all licensed non-administrative employees of Area Education Agencies (AEAs), school districts, the Iowa Braille and Sight Saving School, and the Iowa School for the Deaf, with the exception of school nurses, are included in the definition of “teacher” for purposes of the Student Achievement and Teacher Quality Program. (Page 4, Line 8)
- Requires school districts and AEAs to create Teacher Quality Committees to monitor the implementation of the Student Achievement and Teacher Quality Program. (Page 5, Line 16)
- Requires professional development plans for each attendance center. (Page 6, Line 17)
- Requires the Department of Education, in collaboration with AEAs, to establish teacher development academies. (Page 10, Line 6)
- Specifies that, beginning in FY 2009, the formula for distribution of annual salary funding within a school district must be negotiated by the school board and the certified bargaining representative. Specifies that any increases in the funds provided above the base year will be distributed by a mutually agreed upon formula. (Page 12, Line 9)
- Specifies that a teacher who is not meeting the performance standards and criteria must be given an opportunity to participate in an intensive assistance program before adverse consequences may be applied. (Page 13, Line 20)

**STUDENT ACHIEVEMENT AND
TEACHER QUALITY –
OTHER SIGNIFICANT CHANGES**

**EXECUTIVE SUMMARY
NOTES ON BILLS AND AMENDMENTS**

**SENATE FILE 277 AS AMENDED BY S-3298
STUDENT ACHIEVE. & TEACHER QUALITY PROGRAM**

**STUDENT ACHIEVEMENT AND
TEACHER QUALITY –
OTHER SIGNIFICANT CHANGES
(CONTINUED)**

IOWA ELITE TEACHER PROGRAM

- Changes the focus of the Market Factor Pay Program from salaries to incentives. (Page 13, Line 26 through Page 15, Line 25)
- Requires the Department of Education to review the use and effectiveness of market factor incentives and report findings and recommendations to the General Assembly by January 15, 2008. Specifies the intent of the General Assembly to reevaluate the allocations for market factor incentives in future years based upon this report. (Page 15, Line 15)
- Specifies that funds allocated for the Pay for Performance Program do not revert at the end of the fiscal year. (Page 19, Line 30)
- Strikes the requirement for individual Pay for Performance Program incentives. (Page 22, Line 22)
- Specifies that the purpose of Pay for Performance Program planning projects is to evaluate various career ladder designs. (Page 22, Line 33)
- Strikes the requirement that the General Assembly consider statewide implementation of a Pay for Performance Program in FY 2010. (Page 24, Line 8)
- Creates the Iowa Elite Teacher Program to be administered by the Department of Education. (Page 20, Line 4)
- Directs the Department to select two urban and two rural school districts to participate in pilot projects in FY 2008 and four urban and four rural districts in FY 2009. (Page 20, Line 18; Page 20, Line 22)
- Specifies that funds distributed be equally divided between the participating districts. Specifies that each district shall distribute the funding equally to teachers that rank in the upper 10.00% of teachers employed by the district, as identified by the selection committee. (Page 20, Line 26)
- Requires each participating district to establish a five-member Elite Teacher Committee to establish criteria for ranking teachers for the purposes of awarding salary enhancements. (Page 20, Line 34)
- Requires teachers ranked in the upper 10.0% to be offered extended contracts, and those that accept to receive salary enhancements. The extended contracts must require the teachers to take measures to increase student achievement through summer school initiatives. Requires any student that receives a failing grade in the core curriculum areas to be encouraged to attend summer school. (Page 21, Line 11)
- Specifies that teachers holding an initial or regular practitioners license are eligible for salary enhancements. (Page 21, Line 22)
- Requires each participating district to submit a report to the Department upon conclusion of the pilot project. Requires the Department to submit a final report to the General Assembly within 30 days of completion of the Program. (Page 21, Line 25)

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**SENATE FILE 277 AS AMENDED BY S-3298
STUDENT ACHIEVE. & TEACHER QUALITY PROGRAM**

**IOWA ELITE TEACHER PROGRAM
(CONTINUED)**

**ADMINISTRATOR QUALITY
PROGRAM**

EFFECTIVE DATE

- Requires the Department of Education to use up to 40.00% of the funds allocated for the Iowa Elite Teacher Program for purposes of the Program. (Page 21, Line 30)
- Creates the Administrator Quality Program, including Beginning Administrator Mentoring and Induction Program, professional development, and evaluation against the Iowa standards for school administrators. The Beginning Administrator Mentoring and Induction Program was established in 2006 and is funded with a standing appropriation of \$250,000. (Page 26, Line 15 through Page 29, Line 6)
- Specifies that the Section of the Bill providing for the non-reversion of funds for the Pay for Performance Program takes effect upon enactment. (Page 29, Line 27)

1 1 Section 1. Section 256.7, subsection 25, Code 2007, is
1 2 amended to read as follows:
1 3 25. Adopt rules establishing standards for school district
1 4 and area education agency ~~career~~ professional development
1 5 programs and for individual teacher ~~career~~ professional
1 6 development plans in accordance with section 284.6.

CODE: Technical change to reflect updated terminology.

1 7 Sec. 2. Section 256.7, Code 2007, is amended by adding the
1 8 following new subsection:
1 9 NEW SUBSECTION. 27. Adopt by rule the Iowa standards for
1 10 school administrators, including the knowledge and skill
1 11 criteria developed by the director in accordance with section
1 12 256.9, subsection 55.

CODE: Requires the State Board of Education to adopt standards for school administrators.

1 13 Sec. 3. Section 256.9, Code 2007, is amended by adding the
1 14 following new subsection:
1 15 NEW SUBSECTION. 55. Develop Iowa standards for school
1 16 administrators, including knowledge and skill criteria, and
1 17 develop, based on the Iowa standards for administrators,
1 18 mentoring and induction, evaluation processes, and career
1 19 development plans pursuant to chapter 284A. The criteria
1 20 shall further define the characteristics of quality
1 21 administrators as established by the Iowa standards for school
1 22 administrators.

CODE: Requires the Department of Education to develop standards and criteria for administrators and, based on those standards and criteria, develop plans for mentoring and induction, evaluation, and career development.

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- * 1 3 #1. Page 1, line 18, by striking the word "career"
- * 1 4 and inserting the following: "professional".

HOUSE AMENDMENT:

CODE: Technical change to reflect updated terminology.

1 23 Sec. 4. Section 256.11, Code 2007, is amended by adding
1 24 the following new subsections:
1 25 NEW SUBSECTION. 9A. Beginning July 1, 2007, each school
1 26 district shall have a qualified guidance counselor who shall
1 27 be licensed by the board of educational examiners under

CODE: Requires each school district to have a licensed guidance counselor beginning July 1, 2007. Requires each school district to work toward a goal of having one qualified guidance counselor for every 350 students. Requires the State Board of Education to establish a definition of and standards for an articulated sequential

1 28 chapter 272. Each school district shall work toward the goal
 1 29 of having one qualified guidance counselor for every three
 1 30 hundred fifty students enrolled in the school district. The
 1 31 state board shall establish in rule a definition of and
 1 32 standards for an articulated sequential kindergarten through
 1 33 grade twelve guidance and counseling program.

guidance and counseling program for kindergarten through grade 12.

FISCAL IMPACT: Section 5 of the Bill permits the Department of Education to grant waivers of this requirement for up to two years for districts that do not currently have a guidance counselor. Section 6 authorizes the School Budget Review Committee to grant one-time supplemental aid or establish a one-time modified allowable growth for school districts to hire guidance counselors. It is likely the requirement for guidance counselors will not be fully implemented until FY 2010.

The Bill does not preclude sharing of a counselor among several districts. In FY 2007, 41 school districts do not have a guidance counselor. The average annual salary for a full-time guidance counselor is \$48,644. The cost of the employer's portion of retirement and Social Security contributions is assumed to be 13.00% of the annual salary. An average annual salary increase of 3.00% is assumed.

The cost of reaching the goal of one guidance counselor for every 350 students has not been estimated. In FY 2007, 154 districts had 350 students or fewer per guidance counselor, while 211 districts exceeded the desired ratio

There is no fiscal impact to the General Fund of the State as a result of this section of the Bill. The statewide fiscal impact to local school districts is estimated to be between \$1,201,000 and \$2,463,000 by FY 2010.

1 34 NEW SUBSECTION. 9B. Beginning July 1, 2007, each school
 1 35 district shall have a school nurse to provide health services
 2 1 to its students. Each school district shall work toward the
 2 2 goal of having one school nurse for every seven hundred fifty
 2 3 students enrolled in the school district. For purposes of
 2 4 this subsection, "school nurse" means a person who holds an
 2 5 endorsement or a statement of professional recognition for
 2 6 school nurses issued by the board of educational examiners
 2 7 under chapter 272.

CODE: Requires school districts to have a school nurse to provide health services to students beginning July 1, 2007. Requires each school district to work toward a goal of having one school nurse for every 750 students. The school nurse must hold a Statement of Professional Recognition issued by the Board of Educational Examiners.

FISCAL IMPACT: Section 5 of the Bill permits the Department of Education to grant waivers of this requirement for up to two years for districts that do not currently have a school nurse. Section 6

authorizes the School Budget Review Committee to grant one-time supplemental aid or establish a one-time modified allowable growth for school districts to hire school nurses. It is likely the requirement for school nurses will not be fully implemented until FY 2010.

The Bill does not preclude sharing of a nurse among several districts. In FY 2007, 84 school districts do not have a school nurse, and the average annual salary for a full-time school nurse is \$34,000. The cost of the employer's portion of retirement and Social Security contributions is assumed to be 13.00% of the annual salary. An average annual salary increase of 3.00% is assumed.

The cost of reaching the goal of one school nurse for every 750 students has not been estimated. In FY 2005, 136 districts had 750 students or fewer per nurse, while 231 districts exceeded the desired ratio.

There is no fiscal impact to the General Fund of the State as a result of this section of the Bill. The statewide fiscal impact to local school districts is estimated to be between \$1,763,000 and \$3,527,000 by FY 2010.

2 8 Sec. 5. Section 256.11A, Code 2007, is amended by striking
2 9 the section and inserting in lieu thereof the following:
2 10 256.11A TEACHER LIBRARIAN -- GUIDANCE COUNSELOR -- SCHOOL
2 11 NURSE -- WAIVERS.
2 12 1. The board of directors of a school district may file a
2 13 written request with the department of education that the
2 14 department waive the following requirements adopted by the
2 15 state board as follows:
2 16 a. By August 1, 2007, for the school year beginning July
2 17 1, 2007, apply for a one-year extension of a waiver granted
2 18 for the previous school year beginning July 1, 2006, that the
2 19 school district have a qualified teacher librarian.
2 20 b. By August 1, 2007, for the school year beginning July
2 21 1, 2007, that the school district have a qualified guidance
2 22 counselor. The board of directors of the school district may,

CODE: Permits school districts to request that the Department of Education waive the requirements for a licensed guidance counselor or school nurse for up to two years. Permits school districts that obtained an FY 2007 waiver of the requirement for a teacher librarian to request a one-year extension from the Department of Education. Specifies that a request for a waiver must include a description of actions being taken by the district to meet the requirement. Specifies that a district cannot request a waiver of a requirement that the district fulfilled the previous school year.

2 23 not later than August 1, 2008, for the school year beginning
 2 24 July 1, 2008, apply for a one-year extension of the waiver.
 2 25 c. By August 1, 2007, for the school year beginning July
 2 26 1, 2007, that the school district have a school nurse. The
 2 27 board of directors of the school district may, not later than
 2 28 August 1, 2008, for the school year beginning July 1, 2008,
 2 29 apply for a one-year extension of the waiver.
 2 30 2. A request for a waiver filed by the board of directors
 2 31 of a school district pursuant to subsection 1 shall describe
 2 32 actions being taken by the district to meet the requirement
 2 33 for which the district has requested a waiver. A school
 2 34 district cannot request a waiver of a requirement under
 2 35 subsection 1 if it met the requirements of section 256.11,
 3 1 subsection 9, 9A, or 9B, as applicable, in the previous school
 3 2 year.

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* 1 5 #2. Page 3, by inserting after line 2 the
 * 1 6 following:
 * 1 7 "Sec. __. Section 256.44, subsection 1, paragraph
 * 1 8 a, Code 2007, is amended to read as follows:
 * 1 9 a. If a teacher registers for national board for
 * 1 10 professional teaching standards certification ~~prior to~~
 * 1 11 ~~June 30~~ by December 31, 2007, a one-time initial
 * 1 12 reimbursement award in the amount of up to one-half of
 * 1 13 the registration fee paid by the teacher for
 * 1 14 registration for certification by the national board
 * 1 15 for professional teaching standards. The teacher
 * 1 16 shall apply to the department of ~~education~~ within one
 * 1 17 year of registration, submitting to the department any
 * 1 18 documentation the department requires. A teacher who
 * 1 19 receives an initial reimbursement award shall receive
 * 1 20 a one-time final registration award in the amount of
 * 1 21 the remaining national board registration fee paid by
 * 1 22 the teacher if the teacher notifies the department of
 * 1 23 the teacher's certification achievement and submits

HOUSE AMENDMENT:

CODE: Extends the reimbursement of registration fees for National Board Certification to those that register for certification by December 31, 2007.

* 1 24 any documentation requested by the department.

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* 1 25 Sec. __. Section 256.44, subsection 1, paragraph
* 1 26 b, subparagraph (2), unnumbered paragraph 1, Code
* 1 27 2007, is amended to read as follows:
* 1 28 If the teacher registers for national board for
* 1 29 professional teaching standards certification between
* 1 30 January 1, 1999, and ~~January 1, 2006~~ December 31,
* 1 31 ~~2007~~, and achieves certification within ~~three years~~
* 1 32 ~~from the date of initial score notification the~~
* 1 33 timelines and policies established by the national
* 1 34 board for professional teaching standards, an annual
* 1 35 award in the amount of two thousand five hundred
* 1 36 dollars upon achieving certification by the national
* 1 37 board of professional teaching standards."

3 3 Sec. 6. Section 257.31, subsection 5, Code 2007, is
3 4 amended by adding the following new paragraph:
3 5 NEW PARAGRAPH. m. The addition of one or more teacher
3 6 librarians pursuant to section 256.11, subsection 9, one or
3 7 more guidance counselors pursuant to section 256.11,
3 8 subsection 9A, or one or more school nurses pursuant to
3 9 section 256.11, subsection 9B.

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* 1 38 #3. Page 3, by inserting after line 9 the
* 1 39 following:
* 1 40 "Sec. __. Section 272.2, subsection 10, Code
* 1 41 2007, is amended to read as follows:
* 1 42 10. Issue statements of professional recognition
* 1 43 to school service personnel who have attained a
* 1 44 minimum of a baccalaureate degree and who are licensed
* 1 45 by another professional licensing board."

HOUSE AMENDMENT:

CODE: Extends the annual awards for National Board Certification to those that register by December 31, 2007, and achieve certification within the timelines established by the National Board for Professional Teaching Standards..

DETAIL: Section 32 of SF 277 allocates funding in an amount sufficient to fulfill commitments to those already certified and to those registered by December 31, 2007. Extending the date allows those that have begun the process but have not yet registered the time needed to register and qualify for the awards, should they achieve certification within time allotted.

CODE: Authorizes the School Budget Review Committee to grant one-time supplemental aid or establish a one-time modified allowable growth for school districts to hire teacher librarians, guidance counselors, or school nurses.

HOUSE AMENDMENT:

CODE: Requires a minimum of a Bachelor's degree to obtain a Statement of Professional Recognition (SPR) from the Board of Educational Examiners.

DETAIL: The Board of Educational Examiners currently issues SPRs to applicants that have been licensed by a professional licensing board other than the Board of Educational Examiners. This includes school nurses and other professionals working in local school districts and Area Education Agencies. Section 4 of SF 277 requires school districts to have a school nurse that holds an endorsement or a SPR.

Because SPRs do not expire, those professionals that already possess a SPR would not be held to the new requirement of a Bachelor's degree.

3 10 Sec. 7. Section 272.9A, Code 2007, is amended by striking
 3 11 the section and inserting in lieu thereof the following:
 3 12 272.9A ADMINISTRATOR LICENSES.
 3 13 1. Beginning July 1, 2007, requirements for administrator
 3 14 licensure beyond an initial license shall include completion
 3 15 of a beginning administrator mentoring and induction program
 3 16 provided by the department pursuant to section 284A.2,
 3 17 subsection 2, as amended in this Act, and demonstration of
 3 18 competence on the administrator standards adopted pursuant to
 3 19 section 284A.3.

CODE: Requires completion of a Beginning Administrator Mentoring and Induction Program and demonstration of competence on administrator standards to obtain a license beyond the one-year initial license.

3 20 2. The board shall adopt rules for administrator licensure
 3 21 renewal that include credit for individual administrator
 3 22 career development plans developed in accordance with section
 3 23 284A.6.

CODE: Requires the Board of Educational Examiners to include credit for career development plans in renewal of administrator licenses.

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* 1 46 #4. Page 3, line 22, by striking the word "career"

* 1 47 and inserting the following: "professional".

HOUSE AMENDMENT:

CODE: Technical change to reflect updated terminology.

3 24 3. An administrator formerly employed by an accredited
 3 25 nonpublic school or formerly employed as an administrator in
 3 26 another state or country is exempt from the mentoring and
 3 27 induction requirement under subsection 1 if the administrator
 3 28 can document two years of successful administrator experience
 3 29 and meet or exceed the requirements contained in rules adopted
 3 30 pursuant to this chapter for endorsement and licensure.
 3 31 However, if an administrator cannot document two years of
 3 32 successful administrator experience when hired by a school

CODE: Specifies that an administrator formerly employed by an accredited nonpublic school or formerly employed as an administrator in another state or country is exempt from the mentoring and induction requirement. The administrator must document two years of successful administrator experience and meet or exceed the requirements for licensure.

3 33 district, the administrator shall meet the requirements of
3 34 subsection 1.

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* 1 48 #5. Page 3, by inserting after line 34 the
* 1 49 following:
* 1 50 "Sec. __. Section 279.13, subsection 1, Code
* 2 1 2007, is amended to read as follows:
* 2 2 1. a. Contracts with teachers, which for the
* 2 3 purpose of this section means all licensed employees
* 2 4 of a school district and nurses employed by the board,
* 2 5 excluding superintendents, assistant superintendents,
* 2 6 principals, and assistant principals, shall be in
* 2 7 writing and shall state the number of contract days,
* 2 8 the annual compensation to be paid, and any other
* 2 9 matters as may be mutually agreed upon. The contract
* 2 10 may include employment for a term not exceeding the
* 2 11 ensuing school year, except as otherwise authorized.
* 2 12 b. Prior to entering into an initial contract with
* 2 13 a teacher who holds a license other than an initial
* 2 14 license issued by the board of educational examiners
* 2 15 under chapter 272, the school district shall request
* 2 16 the division of criminal investigation of the
* 2 17 department of public safety to conduct a background
* 2 18 investigation of the applicant. The school district
* 2 19 shall require the teacher to submit a completed
* 2 20 fingerprint packet, which shall be used to facilitate
* 2 21 a national criminal history check. The school
* 2 22 district shall submit the packet to the division of
* 2 23 criminal investigation of the department of public
* 2 24 safety which shall conduct a thorough background
* 2 25 investigation of the teacher. The superintendent of a
* 2 26 school district or the superintendent's designee shall
* 2 27 have access to and shall review the sex offender
* 2 28 registry information under section 692A.13, the
* 2 29 central registry for child abuse information

HOUSE AMENDMENT:

CODE: Requires school districts to conduct background checks prior to entering into an initial contract with teachers holding licenses other than an initial license.

* 2 30 established under section 235A.14, and the central
 * 2 31 registry for dependent adult abuse information
 * 2 32 established under section 235B.5 for information
 * 2 33 regarding applicants for employment as a teacher. The
 * 2 34 school district may charge the teacher a fee for the
 * 2 35 background investigation, which shall not exceed the
 * 2 36 fee charged by the division of criminal investigation
 * 2 37 for conducting the background investigation.
 * 2 38 c. The contract is invalid if the teacher is under
 * 2 39 contract with another board of directors to teach
 * 2 40 during the same time period until a release from the
 * 2 41 other contract is achieved. The contract shall be
 * 2 42 signed by the president of the board, or by the
 * 2 43 superintendent if the board has adopted a policy
 * 2 44 authorizing the superintendent to sign teaching
 * 2 45 contracts, when tendered, and after it is signed by
 * 2 46 the teacher, the contract shall be filed with the
 * 2 47 secretary of the board before the teacher enters into
 * 2 48 performance under the contract."

3 35 Sec. 8. Section 284.1, subsection 4, Code 2007, is amended
 4 1 by striking the subsection.

CODE: Strikes obsolete reference to Team-Based Variable Pay.

4 2 Sec. 9. Section 284.2, subsection 9, Code 2007, is amended
 4 3 to read as follows:
 4 4 9. "School board" means the board of directors of a school
 4 5 district, ~~or~~ a collaboration of boards of directors of school
 4 6 districts, or the board of directors of an area education
 4 7 agency, as the context requires.

CODE: Adds the boards of Area Education Agencies (AEAs) to the definition of "school board" for purposes of the Student Achievement and Teacher Quality Program.

4 8 Sec. 10. Section 284.2, subsection 11, Code 2007, is
 4 9 amended to read as follows:
 4 10 11. "Teacher" means an individual ~~holding who holds a~~
 4 11 practitioner's license issued under chapter 272, or a
 4 12 statement of professional recognition issued under chapter

CODE: Adds all licensed non-administrative employees of Area Education Agencies, school districts, the Iowa Braille and Sight Saving School, and the Iowa School for the Deaf, excluding school nurses, to the definition of "teacher" for purposes of the Student Achievement and Teacher Quality Program.

4 13 272, excluding school nurses, who is employed in a
 4 14 nonadministrative position ~~as a teacher, teacher librarian,~~
 4 15 ~~preschool teacher, or counselor~~ by a school district or area
 4 16 education agency pursuant to a contract issued by a board of
 4 17 directors under section 279.13 or by the school for the deaf
 4 18 or the Iowa braille and sight saving school. A teacher may be
 4 19 employed in both an administrative and a nonadministrative
 4 20 position by a board of directors and shall be considered a
 4 21 part-time teacher for the portion of time that the teacher is
 4 22 employed in a nonadministrative position. "Teacher" includes
 4 23 a licensed individual employed on a less than full-time basis
 4 24 by a school district through a contract between the school
 4 25 district and an institution of higher education with a
 4 26 practitioner preparation program in which the licensed teacher
 4 27 is enrolled.

DETAIL: The addition of all licensed non-administrative employees adds 1,808.00 FTE positions to the allocation of salary funds. This reduces the per-FTE allocation by \$173 based on current estimates.

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- * 2 49 #6. Page 4, line 13, by striking the words " _
- * 2 50 excluding school nurses,".

HOUSE AMENDMENT:

CODE: Strikes the exclusion of school nurses from the Student Achievement and Teacher Quality Program.

DETAIL: In FY 2005, there were 520.6 school nurse FTE positions in local school districts. In FY 2007, 84 school districts do not have a school nurse. Section 4 of SF 277 requires school districts to employ a school nurse. This will cause the number of school nurse FTE positions to increase in the future. Adding 520.6 FTE positions to the Program reduces the per-FTE allocation of salary funding by \$47 based on current estimates.

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- * 3 1 #7. Page 4, by striking lines 17 and 18 and
- * 3 2 inserting the following: "directors under section
- * 3 3 279.13. A teacher may be".

HOUSE AMENDMENT:

CODE: Strikes the inclusion of teachers at the Iowa Braille and Sight Saving School and the School for the Deaf from the Student Achievement and Teacher Quality Program.

DETAIL: This reduces the FTE positions eligible for salary funding by 85.0 and increases the per-FTE allocation by \$8 based on current estimates.

4 28 Sec. 11. Section 284.3, subsection 2, paragraph b, Code
 4 29 2007, is amended to read as follows:
 4 30 b. ~~By July 1, 2005, for~~ For purposes of performance
 4 31 reviews for teachers other than beginning teachers,
 4 32 evaluations that contain, at a minimum, the Iowa teaching
 4 33 standards specified in subsection 1, as well as the criteria
 4 34 for the Iowa teaching standards developed by the department in
 4 35 accordance with section 256.9, subsection 50. A local school
 5 1 board and its certified bargaining representative may
 5 2 negotiate, pursuant to chapter 20, additional teaching
 5 3 standards and criteria. A local school board and its
 5 4 certified bargaining representative ~~may~~ shall negotiate,
 5 5 pursuant to chapter 20, evaluation and grievance procedures
 5 6 for teachers other than beginning teachers that are not in
 5 7 conflict with this chapter.

CODE: Specifies that evaluation and grievance procedures for teachers, other than beginning teachers, negotiated by the local school board and certified bargaining representative must not conflict with Chapter 284, Code of Iowa, the Student Achievement and Teacher Quality Program.

5 8 Sec. 12. Section 284.4, subsection 1, unnumbered paragraph
 5 9 1, Code 2007, is amended to read as follows:
 5 10 A school district or area education agency is eligible to
 5 11 receive moneys appropriated for purposes specified in this
 5 12 chapter if the school board applies to the department to
 5 13 participate in the student achievement and teacher quality
 5 14 program and submits a written statement declaring the school
 5 15 district's or agency's willingness to do all of the following:

CODE: Specifies that Area Education Agencies (AEAs) are eligible to receive funds appropriated for the Student Achievement and Teacher Quality Program.

5 16 Sec. 13. Section 284.4, subsection 1, paragraph c, Code
 5 17 2007, is amended by striking the paragraph and inserting in
 5 18 lieu thereof the following:
 5 19 c. Create a teacher quality committee. The committee
 5 20 shall have equal representation of administrators and
 5 21 teachers. The teacher members shall be appointed by the
 5 22 certified employee organization if one exists, and if not, by
 5 23 the school district's or agency's administration. The
 5 24 administrator members shall be appointed by the school board.
 5 25 The committee shall do all of the following:

CODE: Requires school districts and AEAs to create Teacher Quality Committees. Each Committee must have equal representation between administrators appointed by the school board and teachers appointed by the certified employee organization or, in districts where there is no such organization, by the school board.

The Committees are required to:

- Monitor the implementation of the Student Achievement and Teacher Quality Program within the district or AEA.
- Monitor evaluation requirements and develop model evidence for

5 26 (1) Monitor the implementation of the requirements of
 5 27 statutes and administrative code provisions relating to this
 5 28 chapter, including requirements that affect any agreement
 5 29 negotiated pursuant to chapter 20.
 5 30 (2) Monitor the evaluation requirements of this chapter to
 5 31 ensure evaluations are conducted in a fair and consistent
 5 32 manner throughout the school district or agency. In addition
 5 33 to any negotiated evaluation procedures, develop model
 5 34 evidence for the Iowa teaching standards and criteria. The
 5 35 model evidence will minimize paperwork and focus on teacher
 6 1 improvement. The model evidence will determine which
 6 2 standards and criteria can be met with observation and which
 6 3 evidence meets multiple standards and criteria.
 6 4 (3) Determine, upon consideration of the Iowa professional
 6 5 development model, the use and distribution of professional
 6 6 development funds distributed to the school district or agency
 6 7 as provided in section 284.13, subsection 1, paragraph "d",
 6 8 based upon school district or agency, attendance center, and
 6 9 individual teacher and professional development plans.
 6 10 (4) Monitor the professional development in each
 6 11 attendance center to ensure that the professional development
 6 12 meets school district or agency, attendance center, and
 6 13 individual professional development plans.
 6 14 (5) Ensure the agreement negotiated pursuant to chapter 20
 6 15 determines the compensation for teachers on the committee for
 6 16 work responsibilities required beyond the normal work day.

the teaching standards to minimize paper work and focus on
 teacher improvement.

- Determine the use and distribution of professional development funds.
- Monitor professional development in each attendance center to ensure it meets the requirements of professional development plans.
- Ensure that the district's or AEA's collective bargaining agreement determines compensation for teachers serving on the Committee for work required beyond the normal work day.

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* 3 4 #8. Page 5, by inserting before line 25 the
 * 3 5 following: "However, if a school district can
 * 3 6 demonstrate that an existing professional development,
 * 3 7 curriculum, or student improvement committee has
 * 3 8 significant stakeholder involvement and a leadership
 * 3 9 role in the school district, the appointing
 * 3 10 authorities may mutually agree to assign to the
 * 3 11 existing committee the responsibilities set forth in

HOUSE AMENDMENT:

CODE: Allows an existing professional development, curriculum, or student improvement committee to serve as the required Teacher Quality Committee if it meets specified criteria and the school board, administration, and certified employee organization mutually agree.

* 3 12 this paragraph "c", to appoint members of the existing
* 3 13 committee to the teacher quality committee, or to
* 3 14 authorize the existing committee to serve in an
* 3 15 advisory capacity to the teacher quality committee."

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* 3 16 #9. Page 6, by striking lines 4 and 5 and
* 3 17 inserting the following:
* 3 18 "(3) Determine, following the adoption of the Iowa
* 3 19 professional development model by the state board of
* 3 20 education and subject to the approval of the school
* 3 21 board, the use and distribution of the professional".

6 17 Sec. 14. Section 284.4, subsection 1, paragraphs d and e,
6 18 Code 2007, are amended to read as follows:
6 19 d. Adopt school district, attendance center, and teacher
6 20 ~~career~~ professional development plans in accordance with this
6 21 chapter.
6 22 e. Adopt a teacher evaluation plan that, at minimum,
6 23 requires a performance review of teachers in the district at
6 24 least once every three years based upon the Iowa teaching
6 25 standards and individual ~~career~~ professional development
6 26 plans, and requires administrators to complete evaluator
6 27 training in accordance with section 284.10.

6 28 Sec. 15. Section 284.4, subsection 1, paragraph g, Code
6 29 2007, is amended by striking the paragraph.

6 30 Sec. 16. Section 284.6, subsection 1, unnumbered paragraph
6 31 1, Code 2007, is amended to read as follows:
6 32 The department shall coordinate a statewide network of
6 33 ~~career~~ professional development for Iowa teachers. A school
6 34 district or ~~career~~ professional development provider that
6 35 offers a ~~career~~ professional development program in accordance

HOUSE AMENDMENT:

CODE: Specifies that the Teacher Quality Committee must follow the professional development model adopted by the State Board of Education in determining the use and distribution of professional development funds allocated under the Student Achievement and Teacher Quality Program. Specifies that the Committee's decisions are subject to the approval of the local school board.

CODE: Requires school districts to adopt professional development plans for each attendance center.

CODE: Strikes obsolete reference to Team-Based Variable Pay.

CODE: Technical change to reflect updated terminology.

7 1 with section 256.9, subsection 50, shall demonstrate that the
7 2 program contains the following:

7 3 Sec. 17. Section 284.6, subsection 1, paragraph a, Code
7 4 2007, is amended to read as follows:
7 5 a. Support that meets the ~~career~~ professional development
7 6 needs of individual teachers and is aligned with the Iowa
7 7 teaching standards.

CODE: Technical change to reflect updated terminology.

7 8 Sec. 18. Section 284.6, subsections 2 through 6, Code
7 9 2007, are amended to read as follows:
7 10 2. The department shall identify models of ~~career~~
7 11 professional development practices that produce evidence of
7 12 the link between teacher training and improved student
7 13 learning.

CODE: Technical change to reflect updated terminology.

7 14 3. A school district shall incorporate a district ~~career~~
7 15 professional development plan into the district's
7 16 comprehensive school improvement plan submitted to the
7 17 department in accordance with section 256.7, subsection 21.
7 18 The district ~~career~~ professional development plan shall
7 19 include a description of the means by which the school
7 20 district will provide access to all teachers in the district
7 21 to ~~career~~ professional development programs or offerings that
7 22 meet the requirements of subsection 1. The plan shall align
7 23 all ~~career~~ professional development with the school district's
7 24 long-range student learning goals and the Iowa teaching
7 25 standards. The plan shall indicate the school district's
7 26 approved ~~career~~ professional development provider or
7 27 providers.

CODE: Technical change to reflect updated terminology.

7 28 4. In cooperation with the teacher's evaluator, the career
7 29 teacher employed by a school district shall develop an
7 30 individual teacher ~~career~~ professional development plan. The

CODE: Specifies that an individual teacher's professional development plan must include individual goals beyond those required under the attendance center's professional development

7 31 evaluator shall consult with the teacher's supervisor on the
7 32 development of the individual teacher ~~career~~ professional
7 33 development plan. The purpose of the plan is to promote
7 34 individual and group ~~career~~ professional development. The
7 35 individual plan shall be based, at minimum, on the needs of
8 1 the teacher, the Iowa teaching standards, and the student
8 2 achievement goals of the attendance center and the school
8 3 district as outlined in the comprehensive school improvement
8 4 plan. The individual plan shall include goals for the
8 5 individual which are beyond those required under the
8 6 attendance center professional development plan developed
8 7 pursuant to subsection 7.

plan.

8 8 5. The teacher's evaluator shall annually meet with the
8 9 teacher to review progress in meeting the goals in the
8 10 teacher's individual plan. The teacher shall present to the
8 11 evaluator evidence of progress. The purpose of the meeting
8 12 shall be to review the teacher's progress in meeting ~~career~~
8 13 professional development goals in the plan and to review
8 14 collaborative work with other staff on student achievement
8 15 goals and to modify as necessary the teacher's individual plan
8 16 to reflect the individual teacher's and the school district's
8 17 needs and the individual's progress in meeting the goals in
8 18 the plan. The teacher's supervisor and the evaluator shall
8 19 review, modify, or accept modifications made to the teacher's
8 20 individual plan.

CODE: Technical change to reflect updated terminology.

8 21 6. School districts, a consortium of school districts,
8 22 area education agencies, higher education institutions, and
8 23 other public or private entities including professional
8 24 associations may be approved by the state board to provide
8 25 teacher ~~career~~ professional development. The ~~career~~
8 26 professional development program or offering shall, at
8 27 minimum, meet the requirements of subsection 1. The state
8 28 board shall adopt rules for the approval of ~~career~~
8 29 professional development providers and standards for the

CODE: Technical change to reflect updated terminology.

8 30 district ~~career~~ development plan.

8 31 Sec. 19. Section 284.6, Code 2007, is amended by adding
 8 32 the following new subsections:
 8 33 NEW SUBSECTION. 7. Each attendance center shall develop
 8 34 an attendance center professional development plan. The
 8 35 purpose of the plan is to promote group professional
 9 1 development. The attendance center plan shall be based, at a
 9 2 minimum, on the needs of the teachers, the Iowa teaching
 9 3 standards, district professional development plans, and the
 9 4 student achievement goals of the attendance center and the
 9 5 school district as set forth in the comprehensive school
 9 6 improvement plan.

CODE: Requires each attendance center to develop a professional development plan to promote group professional development.

9 7 NEW SUBSECTION. 8. For each year in which a school
 9 8 district receives funds allocated for distribution to school
 9 9 districts for professional development pursuant to section
 9 10 284.13, subsection 1, paragraph "d", the school district shall
 9 11 create quality professional development opportunities. The
 9 12 use of the funds is limited to providing professional
 9 13 development to teachers, including additional salaries for
 9 14 time beyond the normal negotiated agreement, pay for
 9 15 substitute teachers, professional development materials,
 9 16 speakers, professional development content, and costs
 9 17 associated with implementing the individual professional
 9 18 development plans. The use of the funds shall be balanced
 9 19 between school district, attendance center, and individual
 9 20 professional development plans, making every reasonable effort
 9 21 to provide equal access to all teachers.

CODE: Requires school districts to create quality professional development opportunities. Specifies the appropriate uses for the funds and requires that the use be balanced between district, attendance center, and individual professional development plans.

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* 3 22 #10. Page 9, line 11, by inserting after the word
 * 3 23 "The" the following: "goal for the use of the funds
 * 3 24 is to provide one additional contract day or the
 * 3 25 equivalent thereof for professional development and".

HOUSE AMENDMENT:

CODE: Specifies that the goal for the use of professional development funds allocated under the Student Achievement and Teacher Quality Program is to provide one additional contract day or the equivalent of a contract day for professional development.

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- * 3 26 #11. Page 9, line 14, by striking the word
- * 3 27 "agreement," and inserting the following:
- * 3 28 "agreement;"

HOUSE AMENDMENT:

CODE: Technical correction.

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- * 3 29 #12. Page 9, by striking line 16 and inserting the
- * 3 30 following: "speakers, and professional development
- * 3 31 content; and costs".

HOUSE AMENDMENT:

CODE: Technical correction.

9 22 NEW SUBSECTION. 9. The distribution of funds allocated
 9 23 for professional development pursuant to section 284.13,
 9 24 subsection 1, paragraph "d", shall be made in one payment on
 9 25 or about October 15 of the fiscal year for which the
 9 26 appropriation is made, taking into consideration the relative
 9 27 budget and cash position of the state resources. Moneys
 9 28 received pursuant to section 284.13, subsection 1, paragraph
 9 29 "d", shall not be commingled with state aid payments made
 9 30 under section 257.16 to a school district, shall be accounted
 9 31 for by the local school district separately from state aid
 9 32 payments, and are miscellaneous income for purposes of chapter
 9 33 257. A school district shall maintain a separate listing
 9 34 within its budget for funds received and expenditures made
 9 35 pursuant to this subsection. A school district shall certify
 10 1 to the department of education how the school district
 10 2 allocated the funds and that moneys received under this
 10 3 subsection were used to supplement, not supplant, the
 10 4 professional development opportunities the school district
 10 5 would otherwise make available.

CODE: Specifies that professional development funds appropriated for the Student Achievement and Teacher Quality Program will be distributed to school districts in one payment on or about October 15 of each fiscal year. Specifies that the funds must be accounted for separately from State aid payments and must be treated as miscellaneous income. Specifies that the district must report to the Department of Education how the funds are allocated and certify that the funds were used to supplement, not supplant, the professional development opportunities the district would otherwise provide.

10 6 NEW SUBSECTION. 10. If funds are allocated for purposes
 10 7 of professional development pursuant to section 284.13,
 10 8 subsection 1, paragraph "e", the department shall, in
 10 9 collaboration with the area education agencies, establish
 10 10 teacher development academies for school-based teams of

CODE: Requires the Department of Education, in collaboration with Area Education Agencies, to establish teacher development academies for teams of teachers and instructional leaders that include an institute and follow-up training and coaching. The requirement is contingent upon an appropriation.

10 11 teachers and instructional leaders. Each academy shall
10 12 include an institute and shall provide follow-up training and
10 13 coaching.

DETAIL: Section 34 of the Bill allocates \$1,845,000 from the Student Achievement and Teacher Quality Program appropriation for this purpose.

10 14 Sec. 20. Section 284.7, subsection 1, paragraph a,
10 15 subparagraph (2), Code 2007, is amended to read as follows:
10 16 (2) Beginning July 1, ~~2006~~ 2007, the minimum salary for a
10 17 beginning teacher shall be ~~twenty-five~~ twenty-six thousand
10 18 five hundred dollars.

CODE: Specifies that, effective July 1, 2007, the minimum salary for a beginning teacher is \$26,500.

DETAIL: This is an increase of \$1,000 compared to the FY 2007 minimum salary.

FISCAL IMPACT: The estimated statewide cost of the minimum salary increase for beginning teachers is \$1,546,000 in FY 2008.

10 19 Sec. 21. Section 284.7, subsection 1, paragraph b,
10 20 subparagraph (1), subparagraph subdivision (d), Code 2007, is
10 21 amended to read as follows:
10 22 (d) Participates in teacher ~~career~~ professional
10 23 development as set forth in this chapter and demonstrates
10 24 continuous improvement in teaching.

CODE: Technical change to reflect updated terminology.

10 25 Sec. 22. Section 284.7, subsection 1, paragraph b,
10 26 subparagraph (2), Code 2007, is amended to read as follows:
10 27 (2) Beginning July 1, ~~2006~~ 2007, the minimum salary for a
10 28 first-year career teacher shall be ~~twenty-six~~ twenty-seven
10 29 thousand five hundred dollars and the minimum salary for all
10 30 other career teachers shall be ~~twenty-seven~~ twenty-eight
10 31 thousand five hundred dollars.

CODE: Specifies that, effective July 1, 2007, the minimum salary for a first-year career teacher is \$27,500 and the minimum salary for all other career teachers is \$28,500.

DETAIL: This is an increase of \$1,000 compared to the FY 2007 minimum salaries.

FISCAL IMPACT: The estimated statewide cost of the minimum salary increases for career teachers is \$898,000 in FY 2008.

10 32 Sec. 23. Section 284.7, subsection 2, paragraph b,
10 33 subparagraph (1), subparagraph subdivision (c), Code 2007, is
10 34 amended to read as follows:
10 35 (c) Participates in teacher ~~career~~ professional
11 1 development as outlined in this chapter and demonstrates

CODE: Technical change to reflect updated terminology.

11 2 continuous improvement in teaching.

11 3 Sec. 24. Section 284.7, subsection 4, Code 2007, is
11 4 amended by striking the subsection.

CODE: Strikes a provision to withhold pay increases, other than cost-of-living, for a fifth-year career teacher whose practice no longer meets standards.

11 5 Sec. 25. Section 284.7, subsection 6, paragraphs a and b,
11 6 Code 2007, are amended to read as follows:
11 7 a. If the licensed employees of a school district or area
11 8 education agency receiving funds pursuant to section 284.13,
11 9 subsection 1, paragraph "h" or "i", for purposes of this
11 10 section, are organized under chapter 20 for collective
11 11 bargaining purposes, the board of directors and the certified
11 12 bargaining representative for the licensed employees shall
11 13 mutually agree upon a formula for distributing the funds among
11 14 the teachers employed by the school district or area education
11 15 agency. However, the school district must comply with the
11 16 salary minimums provided for in this section. The parties
11 17 shall follow the negotiation and bargaining procedures
11 18 specified in chapter 20 except that if the parties reach an
11 19 impasse, neither impasse procedures agreed to by the parties
11 20 nor sections 20.20 through 20.22 shall apply and the funds
11 21 shall be paid as provided in paragraph "b". Negotiations
11 22 under this section are subject to the scope of negotiations
11 23 specified in section 20.9. If a board of directors and the
11 24 certified bargaining representative for licensed employees
11 25 have not reached mutual agreement for the distribution of
11 26 funds received pursuant to section 284.13, subsection 1,
11 27 paragraph "h" or "i", by ~~July~~ September 15 of the fiscal year
11 28 for which the funds are distributed, paragraph "b" of this
11 29 subsection shall apply.

CODE: Extends the annual deadline from July 15 to September 15 for a school board and certified bargaining representative to reach mutual agreement on a formula for distribution of salary funds under the Student Achievement and Teacher Quality Program.

11 30 b. If, once the minimum salary requirements of this
11 31 section have been met by the school district or area education
11 32 agency, and the school district or area education agency

CODE: Adds beginning teachers to the formula specified for distribution of salary funds in the event the district and certified bargaining representative do not reach mutual agreement.

11 33 receiving funds pursuant to section 284.13, subsection 1,
11 34 paragraph "h" or "i", for purposes of this section, and the
11 35 certified bargaining representative for the licensed employees
12 1 have not reached an agreement for distribution of the funds
12 2 remaining, in accordance with paragraph "a", the board of
12 3 directors shall divide the funds remaining among full-time
12 4 teachers employed by the district or area education agency
12 5 whose regular compensation is equal to or greater than the
12 6 minimum ~~career teacher~~ salary specified in this section. The
12 7 payment amount for teachers employed on less than a full-time
12 8 basis shall be prorated.

12 9 Sec. 26. Section 284.7, subsection 6, Code 2007, is
12 10 amended by adding the following new paragraph:
12 11 NEW PARAGRAPH. d. For the school year beginning July 1,
12 12 2008, and each succeeding school year, if the licensed
12 13 employees of a school district or area education agency
12 14 receiving funds pursuant to section 284.13, subsection 1,
12 15 paragraph "h" or "i", for purposes of this section, are
12 16 organized under chapter 20 for collective bargaining purposes,
12 17 the school board and the certified bargaining representative
12 18 for the licensed employees shall negotiate a formula for
12 19 distributing the funds among the teachers employed by the
12 20 school district or area education agency according to chapter
12 21 20. Paragraphs "a" and "b" shall apply to any increases in
12 22 the funds provided above the base year.

CODE: Specifies that the formula for distribution of salary funding from the Student Achievement and Teacher Quality Program, beginning in FY 2009 and in subsequent years, must be negotiated by the school board and the certified bargaining representative. Specifies that any increases in the funds provided above the base year will be distributed by a mutually agreed upon formula.

12 23 Sec. 27. Section 284.8, subsections 1 and 2, Code 2007,
12 24 are amended to read as follows:
12 25 1. A school district shall review a teacher's performance
12 26 at least once every three years for purposes of assisting
12 27 teachers in making continuous improvement, documenting
12 28 continued competence in the Iowa teaching standards,
12 29 identifying teachers in need of improvement, or to determine
12 30 whether the teacher's practice meets school district

CODE: Specifies that a teacher's performance in implementing the individual professional development plan shall be evaluated subject to the level of funding provided to implement the plan. Strikes the use of video portfolios as evidence of teaching practices. Requires all school districts to be prepared to offer an intensive assistance program.

12 31 expectations for career advancement in accordance with section
 12 32 284.7. The review shall include, at minimum, classroom
 12 33 observation of the teacher, the teacher's progress, and
 12 34 implementation of the teacher's individual ~~career~~ professional
 12 35 development plan, subject to the level of funding provided to
 13 1 implement the plan; and shall include supporting documentation
 13 2 from other evaluators, teachers, parents, and students; ~~and~~
 13 3 ~~may include video portfolios as evidence of teaching~~
 13 4 ~~practices.~~
 13 5 2. If a supervisor or an evaluator determines, at any
 13 6 time, as a result of a teacher's performance that the teacher
 13 7 is not meeting district expectations under the Iowa teaching
 13 8 standards specified in section 284.3, subsection 1, paragraphs
 13 9 "a" through "g" "h", the criteria for the Iowa teaching
 13 10 standards developed by the department in accordance with
 13 11 section 256.9, subsection 50, and any other standards or
 13 12 criteria established in the collective bargaining agreement,
 13 13 the evaluator shall, at the direction of the teacher's
 13 14 supervisor, recommend to the district that the teacher
 13 15 participate in an intensive assistance program. The intensive
 13 16 assistance program and its implementation are ~~not~~ subject to
 13 17 negotiation ~~or~~ and grievance procedures established pursuant
 13 18 to chapter 20. ~~By July 1, 2005, all~~ All school districts ~~must~~
 13 19 shall be prepared to offer an intensive assistance program.

13 20 Sec. 28. Section 284.8, Code 2007, is amended by adding
 13 21 the following new subsection:
 13 22 NEW SUBSECTION. 4. Until given an opportunity to
 13 23 participate in an intensive assistance program, a teacher
 13 24 shall not suffer any adverse employment consequences for not
 13 25 meeting the standards and criteria specified in subsection 3.

CODE: Specifies that a teacher who is not meeting the standards and criteria must be given an opportunity to participate in an intensive assistance program before adverse consequences may be applied.

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* 3 32 #13. Page 13, by striking lines 22 through 25 and
 * 3 33 inserting the following:

HOUSE AMENDMENT:

CODE: Specifies that a teacher that is not meeting certain standards and criteria must participate in an intensive assistance program.

* 3 34 "NEW SUBSECTION. 4. A teacher who is not meeting
 * 3 35 the applicable standards and criteria based on a
 * 3 36 determination made pursuant to subsection 3 shall
 * 3 37 participate in an intensive assistance program."

DETAIL: Senate File 277 currently requires that the teacher be given the opportunity to participate in an intensive assistance program.

13 26 Sec. 29. Section 284.11, Code 2007, is amended to read as
 13 27 follows:
 13 28 284.11 MARKET FACTOR TEACHER ~~SALARIES~~ INCENTIVES.
 13 29 1. The general assembly finds that Iowa school districts
 13 30 need to be more competitive in recruiting and retaining
 13 31 talented professionals into the teaching profession. To
 13 32 ensure that school districts in all areas of the state have
 13 33 the ability to attract highly qualified teachers, it is the
 13 34 intent of the general assembly to encourage school districts
 13 35 to ~~establish teacher compensation opportunities that recognize~~
 14 1 ~~the need for geographic or other locally determined wage~~
 14 2 ~~differentials and provide incentives for traditionally~~
 14 3 ~~hard-to-staff schools and subject-area shortages. This~~
 14 4 section provides for state assistance to allow school
 14 5 districts to add a market factor ~~to teacher salaries~~ incentive
 14 6 paid by the school districts.

CODE: Changes references from "salaries" to "incentives" in order to expand the concept of market factor pay to include other types of compensation.

14 7 2. A school district shall be paid annually, from moneys
 14 8 allocated for market factor ~~salaries~~ incentives pursuant to
 14 9 section 284.13, subsection 1, paragraph "f", an amount of
 14 10 state assistance to create market factor incentives for
 14 11 classroom teachers in the school district. Market factor
 14 12 incentives may include but are not limited to ~~improving~~
 14 13 ~~salaries due to geographic differences, educational~~
 14 14 ~~opportunities and support, moving expenses, and housing~~
 14 15 ~~expenses for the recruitment and retention needs of the school~~
 14 16 ~~district in such areas as hard-to-staff schools, and~~
 14 17 ~~subject-area shortages, or improving the racial or ethnic~~
 14 18 ~~diversity on local teaching staffs funding to prepare a~~
 14 19 teacher to attain a license or endorsement in a shortage area,

CODE: Specifies that market factor incentives may include salaries, educational assistance, moving expenses, and housing expenses. Strikes the improvement of salaries due to geographic differences and racial and ethnic diversity on local teaching staffs as purposes for market factor incentives. Adds support for current teachers to attain licensure or endorsement in shortage areas as a purpose for market factor incentives. Specifies that the Teacher Quality Committee must make recommendations to the school board and certified bargaining representative regarding the expenditure of market factor incentives.

14 20 or funds to support educational support personnel in pursuing
 14 21 a license in a shortage area. The school district shall have
 14 22 the sole discretion to award funds received by the school
 14 23 district in accordance with section 284.13, subsection 1,
 14 24 paragraph "f", to classroom teachers on an annual basis. The
 14 25 funds shall supplement, but not supplant, wages and salaries
 14 26 paid as a result of a collective bargaining agreement reached
 14 27 pursuant to chapter 20 or as a result of funds appropriated
 14 28 elsewhere in this chapter, in chapter 256D, or in chapter
 14 29 294A. The teacher quality committee established pursuant to
 14 30 section 284.4, subsection 1, paragraph "c", shall make
 14 31 recommendations to the school board and the certified
 14 32 bargaining representative regarding the expenditures of market
 14 33 factor incentives.

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- * 3 38 #14. Page 14, by striking lines 17 and 18 and
- * 3 39 inserting the following: "subject-area shortages, or
- * 3 40 improving the racial or ethnic diversity on local
- * 3 41 teaching staffs, funding to prepare a".

HOUSE AMENDMENT:

CODE: Restores language allowing the use of market factor incentives to improve the racial and ethnic diversity on local teaching staffs.

14 34 3. The allocations to each school district shall be made
 14 35 in one payment on or about October 15 of the fiscal year for
 15 1 which the appropriation is made, taking into consideration the
 15 2 relative budget and cash position of the state resources.
 15 3 Moneys received under this section shall not be commingled
 15 4 with state aid payments made under section 257.16 to a school
 15 5 district and shall be accounted for by the local school
 15 6 district separately from state aid payments. Payments made to
 15 7 school districts under this section are miscellaneous income
 15 8 for purposes of chapter 257. A school district shall maintain
 15 9 a separate listing within its budget for payments received and
 15 10 expenditures made pursuant to this section. A school district
 15 11 shall certify to the department of education how the school
 15 12 district allocated the funds and ~~that~~ how the moneys received

CODE: Strikes the restriction that market factor incentives be used to supplement, not supplant, the salary the school district would otherwise pay the teacher.

15 13 under this section were used to supplement, not supplant, the
 15 14 salary the school district would otherwise pay the teacher.

15 15 4. The department shall include market factor salaries
 15 16 incentives when reporting teacher salaries in the annual
 15 17 condition of education report on the use of funds allocated
 15 18 for purposes of this section. The department shall review the
 15 19 use and effectiveness of the use of funds allocated for
 15 20 purposes of this section and shall submit its findings and
 15 21 recommendations in a report to the general assembly by January
 15 22 15, 2008. It is the intent of the general assembly to
 15 23 reevaluate the fiscal year allocations made pursuant to
 15 24 section 284.13, subsection 1, paragraph "f", subparagraphs (2)
 15 25 and (3), based upon this report.

CODE: Requires the Department of Education to review the use and effectiveness of market factor incentives and report findings and recommendations to the General Assembly by January 15, 2008. Specifies the intent of the General Assembly to reevaluate the allocations for market factor incentives in future years based upon this report.

15 26 Sec. 30. Section 284.12, subsection 1, paragraph c, Code
 15 27 2007, is amended by striking the paragraph.

CODE: Strikes obsolete reference to Team-Based Variable Pay.

15 28 Sec. 31. Section 284.12, subsection 3, Code 2007, is
 15 29 amended by striking the subsection.

CODE: Strikes obsolete reference to required report.

15 30 Sec. 32. Section 284.13, subsection 1, paragraph a, Code
 15 31 2007, is amended to read as follows:
 15 32 a. For each fiscal year of the fiscal period beginning
 15 33 July 1, 2006 2007, and ending June 30, 2009, to the department
 15 34 of education, the amount of two one million two four hundred
 15 35 fifty eighty-seven thousand five hundred dollars for the
 16 1 issuance of national board certification awards in accordance
 16 2 with section 256.44. Of the amount allocated under this
 16 3 paragraph, up to two hundred fifty thousand dollars may be
 16 4 used to support the implementation of a national board
 16 5 certification support program, and not less than eighty-five
 16 6 thousand dollars shall be used to administer the ambassador to
 16 7 education position in accordance with section 256.45.

CODE: Allocates \$1,487,500 from the Student Achievement and Teacher Quality Program appropriation for FY 2008 and FY 2009 to the Department of Education for the issuance of National Board Certification awards. Of the amount, \$85,000 is allocated to administer the Ambassador to Education (Teacher of the Year) position.

DETAIL: The amount allocated for National Board Certification awards is the amount needed to fulfill existing commitments to those that registered for certification prior to January 1, 2006. No additional awards are funded.

16 8 Sec. 33. Section 284.13, subsection 1, paragraphs c and d,
 16 9 Code 2007, are amended to read as follows:
 16 10 c. For each fiscal year of the fiscal period beginning
 16 11 July 1, ~~2006~~ 2007, and ending June 30, 2009, up to six hundred
 16 12 ninety-five thousand dollars to the department of education
 16 13 for purposes of implementing the ~~career professional~~
 16 14 development program requirements of section 284.6, ~~the review-~~
 16 15 ~~panel requirements of section 284.9~~ assistance in developing
 16 16 model evidence for teacher quality committees established
 16 17 pursuant to section 284.4, subsection 1, paragraph "c", and
 16 18 the evaluator training program in section 284.10. A portion
 16 19 of the funds allocated to the department for purposes of this
 16 20 paragraph may be used by the department for administrative
 16 21 purposes.

CODE: Allocates up to \$695,000 from the Student Achievement and Teacher Quality appropriation for FY 2008 and FY 2009 to the Department of Education to implement professional development, assist Teacher Quality Committees, and implement the evaluator training program. Specifies that a portion of the funds allocated may be used for administrative purposes.

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- * 3 42 #15. Page 16, line 21, by inserting after the word
- * 3 43 "purposes" the following: "and for not more than four
- * 3 44 full-time equivalent positions".

HOUSE AMENDMENT:

CODE: Permits a portion of the funds allocated to implement professional development, assist Teacher Quality Committees, and implement the evaluator training program to be used by the Department of Education to fill not more than 4.00 FTE positions.

16 22 d. For the fiscal year beginning July 1, ~~2006~~ 2007, and
 16 23 ending June 30, ~~2007~~ 2008, up to ~~ten~~ twenty million dollars to
 16 24 the department of education for use by school districts to ~~add~~
 16 25 ~~one additional teacher contract day to the school calendar for~~
 16 26 professional development as provided in section 284.6. The
 16 27 department shall distribute funds allocated for the purpose of
 16 28 this paragraph based on the average per diem contract salary
 16 29 for each district as reported to the department for the school
 16 30 year beginning July 1, ~~2005~~ 2006, multiplied by the total
 16 31 number of full-time equivalent teachers in the base year. The
 16 32 department shall adjust each district's average per diem
 16 33 salary by the allowable growth rate established under section
 16 34 257.8 for the fiscal year beginning July 1, ~~2006~~ 2007. The
 16 35 contract salary amount shall be the amount paid for their
 17 1 regular responsibilities but shall not include pay for

CODE: Allocates up to \$20,000,000 from the Student Achievement and Teacher Quality appropriation for FY 2008 to the Department of Education for use by school districts to provide professional development. Strikes the requirement that professional development funds be distributed to teachers based on individual teacher per diem amounts.

17 2 extracurricular activities. ~~School districts shall distribute~~
17 3 ~~funds to teachers based on individual teacher per diem~~
17 4 ~~amounts.~~ These funds shall not supplant existing funding for
17 5 professional development activities. Notwithstanding any
17 6 provision to the contrary, moneys received by a school
17 7 district under this paragraph shall not revert but shall
17 8 remain available for the same purpose in the succeeding fiscal
17 9 year. A school district shall submit a report to the
17 10 department in a manner determined by the department describing
17 11 its use of the funds received under this paragraph. The
17 12 department shall submit a report on school district use of the
17 13 moneys distributed pursuant to this paragraph to the
17 14 ~~chairpersons and ranking members of the house and senate~~
17 15 ~~standing committees on education, the joint appropriations~~
17 16 ~~subcommittee on education, general assembly and the~~
17 17 legislative services agency not later than January 15, ~~2007~~ of
17 18 the fiscal year for which moneys are allocated for purposes of
17 19 this paragraph.

17 20 Sec. 34. Section 284.13, subsection 1, paragraph e, Code
17 21 2007, is amended by striking the paragraph and inserting in
17 22 lieu thereof the following:
17 23 e. For the fiscal year beginning July 1, 2007, and ending
17 24 June 30, 2008, an amount up to one million eight hundred
17 25 forty-five thousand dollars to the department for the
17 26 establishment of teacher development academies in accordance
17 27 with section 284.6, subsection 10. A portion of the funds
17 28 allocated to the department for purposes of this paragraph may
17 29 be used for administrative purposes.

CODE: Allocates up to \$1,845,000 from the Student Achievement and Teacher Quality Program appropriation for FY 2008 to establish Teacher Development Academies. Specifies that a portion of the funds may be used by the Department of Education for administrative purposes.

17 30 Sec. 35. Section 284.13, subsection 1, paragraph f,
17 31 unnumbered paragraph 1, Code 2007, is amended to read as
17 32 follows:
17 33 For purposes of market factor teacher ~~salaries~~ incentives
17 34 pursuant to section 284.11, the following amounts are
17 35 allocated to the department for the following fiscal years:

CODE: Technical change.

18 1 Sec. 36. Section 284.13, subsection 1, paragraph f,
 18 2 subparagraphs (1), (2), and (3), Code 2007, are amended to
 18 3 read as follows:
 18 4 (1) For ~~the each~~ fiscal year of the fiscal period
 18 5 beginning July 1, 2006, and ending June 30, ~~2007 2008~~, the sum
 18 6 of three million three hundred ninety thousand dollars.
 18 7 (2) For the fiscal year beginning July 1, ~~2007 2008~~, and
 18 8 ending June 30, ~~2008 2009~~, the sum of seven million five
 18 9 hundred thousand dollars.
 18 10 (3) For the fiscal year beginning July 1, ~~2008 2009~~, and
 18 11 ending June 30, ~~2009 2010~~, the sum of ~~ten six~~ million six
 18 12 hundred ten thousand dollars.

CODE: Allocates funding from the Student Achievement and Teacher Quality Program appropriation to the Department of Education for market factor incentives as follows:

- FY 2007 and FY 2008 - \$3,390,000
- FY 2009 - \$7,500,000
- FY 2010 - \$6,610,000

18 13 Sec. 37. Section 284.13, subsection 1, paragraph g,
 18 14 unnumbered paragraph 1, Code 2007, is amended to read as
 18 15 follows:
 18 16 For purposes of the pay-for-performance program established
 18 17 pursuant to section 284.14, the following amounts are
 18 18 allocated to the department of ~~management~~ education for the
 18 19 following fiscal years:

CODE: Specifies that funds allocated for the Pay-for-Performance Program are allocated to the Department of Education.

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- * 3 45 #16. Page 18, line 16, by striking the word
 * 3 46 "program" and inserting the following: "~~program~~ and
 * 3 47 career ladder pilots".

HOUSE AMENDMENT:

CODE: Specifies that the allocation of \$1,000,000 to the Department of Education is for purposes of pay-for-performance and career ladder pilots.

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- * 3 48 #17. Page 18, line 17, by striking the word and
 * 3 49 figure "section 284.14" and inserting the following:
 * 3 50 "~~section 284.14~~ sections 284.14 and 284.14A".

HOUSE AMENDMENT:

CODE: Adds a reference to the new statutory language establishing career ladder pilots.

18 20 Sec. 38. Section 284.13, subsection 1, paragraph g,
 18 21 subparagraphs (2) and (3), Code 2007, are amended to read as

CODE: Allocates \$1,000,000 from the Student Achievement and Teacher Quality Program appropriation for FY 2008 to the Department of Education for the Pay for Performance Program.

18 22 follows:
 18 23 (2) For the fiscal year beginning July 1, 2007, and ending
 18 24 June 30, 2008, the sum of ~~two one~~ million ~~five hundred~~
 18 25 ~~thousand~~ dollars. From the amount allocated under this
 18 26 subparagraph, an amount up to ten thousand dollars shall be
 18 27 used for purposes of the pay-for-performance commission's
 18 28 expenses, an amount up to one hundred thousand dollars shall
 18 29 be distributed to the department of education for oversight
 18 30 and administration of the planning projects as provided in
 18 31 section 284.14, and an amount up to two hundred thousand
 18 32 dollars shall be used for the employment of an external
 18 33 evaluator.

Requires up to \$10,000 of the allocation to be used for the Pay for Performance Commission's expenses. Requires up to \$100,000 to be distributed to the Department of Education for oversight and administration of planning projects. Requires up to \$200,000 to be used for the employment of an external evaluator.

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- * 4 1 #18. Page 18, by striking line 29 and inserting
- * 4 2 the following: "be used by the department for
- * 4 3 oversight".

HOUSE AMENDMENT:

CODE: Requires up to \$100,000 of the FY 2008 allocation for pay-for-performance and career ladder pilots to be used by the Department of Education for oversight and administration of the planning pilots.

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- * 4 4 #19. Page 18, line 30, by striking the word
- * 4 5 "projects" and inserting the following: "pilots".

HOUSE AMENDMENT:

CODE: Technical change.

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- * 4 6 #20. Page 18, line 31, by striking the word and
- * 4 7 figure "section 284.14" and inserting the following:
- * 4 8 "sections 284.14 and 284.14A".

HOUSE AMENDMENT:

CODE: Adds a reference to the new statutory language establishing career ladder pilots.

18 34 (3) For ~~the each~~ fiscal year ~~of the fiscal period~~
 18 35 beginning July 1, 2008, and ending June 30, ~~2009~~ 2010, the sum
 19 1 of ~~five two~~ million five hundred thousand dollars. From the
 19 2 amount allocated for each fiscal year under this subparagraph,
 19 3 an amount up to ten thousand dollars shall be used for
 19 4 purposes of the pay-for-performance commission's expenses, an
 19 5 amount up to one hundred thousand dollars shall be distributed

CODE: Allocates \$2,500,000 from the Student Achievement and Teacher Quality Program appropriation for FY 2009 and FY 2010 to the Department of Management for the Pay for Performance Program. Requires up to \$10,000 to be used for the Pay for Performance Commission's expenses. Requires up to \$100,000 to be distributed to the Department of Education for oversight and administration of planning and implementation projects. Requires up

19 6 to the department of education for oversight and
 19 7 administration of the planning and implementation projects as
 19 8 provided in section 284.14, and an amount up to two hundred
 19 9 thousand dollars shall be used for the employment of an
 19 10 external evaluator.

to \$200,000 to be used for the employment of an external evaluator.

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- * 4 9 #21. Page 18, by striking lines 34 and 35 and
- * 4 10 inserting the following:
- * 4 11 "(3) For the fiscal year beginning July 1, 2008,
- * 4 12 and ending June 30, 2009, the sum".

HOUSE AMENDMENT:

CODE: Specifies that the annual allocation of \$2,500,000 for the pay-for-performance and career ladder pilots is for FY 2009 only.

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- * 4 13 #22. Page 19, line 2, by striking the word "each"
- * 4 14 and inserting the following: "the".

HOUSE AMENDMENT:

CODE: Technical change.

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- * 4 15 #23. Page 19, lines 5 and 6, by striking the words
- * 4 16 "distributed to the department of education" and
- * 4 17 inserting the following: "used by the department".
- * 4 18 #24. Page 19, by striking line 7 and inserting the
- * 4 19 following: "administration of the implementation
- * 4 20 pilots as".

HOUSE AMENDMENT:

CODE: Requires up to \$100,000 of the FY 2009 allocation for pay-for-performance and career ladder pilots to be used by the Department of Education for oversight and administration of the implementation pilots.

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- * 4 21 #25. Page 19, line 8, by striking the word and
- * 4 22 figure "section 284.14" and inserting the following:
- * 4 23 "sections 284.14 and 284.14A".

HOUSE AMENDMENT:

CODE: Adds a reference to the new statutory language establishing career ladder pilots.

19 11 Sec. 39. Section 284.13, subsection 1, paragraph h,
 19 12 unnumbered paragraph 1, Code 2007, is amended to read as
 19 13 follows:
 19 14 For each fiscal year in which funds are appropriated for
 19 15 purposes of this chapter, the moneys remaining after

CODE: Strikes the use of Student Achievement and Teacher Quality Program funds remaining after other allocations have been fulfilled for the purpose of career development. The funds may only be used for salaries.

19 16 distribution as provided in paragraphs "a" through "g" shall
19 17 be allocated to school districts for salaries ~~and career-~~
19 18 ~~development~~ in accordance with the following formula:

19 19 Sec. 40. Section 284.13, subsection 1, paragraph i, Code
19 20 2007, is amended to read as follows:
19 21 i. From moneys available under paragraph "h", the
19 22 department shall allocate to area education agencies an amount
19 23 per ~~classroom~~ teacher employed by an area education agency
19 24 that is approximately equivalent to the average per teacher
19 25 amount allocated to the districts. The average per teacher
19 26 amount shall be calculated by dividing the total number of
19 27 ~~classroom~~ teachers employed by school districts and the
19 28 ~~classroom~~ teachers employed by area education agencies into
19 29 the total amount of moneys available under paragraph "h".

CODE: Technical change.

19 30 Sec. 41. Section 284.13, subsection 1, paragraph j, Code
19 31 2007, is amended to read as follows:
19 32 j. Notwithstanding section 8.33, any moneys remaining
19 33 unencumbered or unobligated from the moneys allocated for
19 34 purposes of paragraph "a", "b", ~~or "c"~~, or "g" shall not
19 35 revert but shall remain available in the succeeding fiscal
20 1 year for expenditure for the purposes designated. The
20 2 provisions of section 8.39 shall not apply to the funds
20 3 appropriated pursuant to this subsection.

CODE: Specifies that Student Achievement and Teacher Quality Program funds allocated for the Pay for Performance Program do not revert at the end of the fiscal year.

20 4 Sec. 42. Section 284.13, Code 2007, is amended by adding
20 5 the following new subsection:
20 6 NEW SUBSECTION. 4. a. There is created an Iowa elite
20 7 teacher program to be administered by the department. The
20 8 program shall consist of four pilot projects. The department
20 9 shall develop an application process and criteria for the
20 10 selection of school districts to participate in the program.
20 11 The criteria developed shall include a prerequisite that
20 12 participation in the program has been agreed to by the

CODE: Creates the Iowa Elite Teacher Program to be administered by the Department of Education. Directs the Department to develop an application process and criteria for selection of school districts to participate. Specifies that the district's administration and a majority of teachers or the employee organization must agree to participate.

20 13 applicant school district's administrators and by a majority
20 14 of the teachers employed by the school district or, if the
20 15 licensed employees of the school district are organized under
20 16 chapter 20 for collective bargaining purposes, by the employee
20 17 organization.

20 18 b. For the fiscal year beginning July 1, 2007, the
20 19 department shall select two school districts located in urban
20 20 areas and two school districts located in rural areas to
20 21 participate in the pilot projects.

CODE: Directs the Department to select two urban school districts and two rural school districts to participate in the pilot projects in FY 2008.

20 22 c. For the fiscal year beginning July 1, 2008, the
20 23 department shall select four school districts located in urban
20 24 areas and four school districts located in rural areas to
20 25 participate in the pilot projects.

CODE: Directs the Department to select four urban school districts and four rural school districts to participate in the pilot projects in FY 2009.

20 26 d. The funds distributed to the selected school districts
20 27 shall be equally divided between the selected school
20 28 districts. Each school district selected to participate in
20 29 the program shall distribute the amount received pursuant to
20 30 this subsection equally to the teachers in the school district
20 31 who, as identified by the committee established pursuant to
20 32 paragraph "e", rank in the top ten percent of the teachers
20 33 employed by the school district.

CODE: Requires funds to be equally divided between the districts selected as pilot project sites. Requires each district to distribute the funding equally to teachers that rank in the upper 10.00% of teachers employed by the district, as identified by the selection committee.

20 34 e. Each school district selected to participate in the
20 35 program shall establish a five-member elite teacher selection
21 1 committee. The committee shall consist of an administrator, a
21 2 school board member, a teacher assigned to a grade level from
21 3 kindergarten to grade four, a teacher assigned to a grade
21 4 level from grade five to grade eight, and a teacher assigned
21 5 to a grade level or subject area from grade nine to grade
21 6 twelve. The committee shall establish criteria for ranking
21 7 teachers employed by the school district. The committee,

CODE: Requires each pilot project district to establish a five-member Elite Teacher Selection Committee, consisting of an administrator, a school board member, a teacher from grades Kindergarten through 4, a teacher from grades 5 through 8, and a teacher from grades 9 through 12. Requires the Selection Committee to establish criteria for ranking teachers employed by the district and to use the criteria to identify the upper 10.00% of teachers for purposes of awarding salary enhancements.

21 8 based upon the criteria established, shall identify teachers
21 9 who rank in the top ten percent of the teachers employed in
21 10 the school district in accordance with paragraph "d".

21 11 f. Teachers identified as provided in paragraph "e" shall
21 12 be offered an extended contract in accordance with section
21 13 279.13. As provided in paragraph "d", the school district
21 14 shall distribute funds as a salary enhancement to a teacher
21 15 who accepts the extended contract. The extended contract
21 16 shall require the teacher to take measures to increase student
21 17 achievement through various summer school initiatives
21 18 including but not limited to curriculum study and remedial
21 19 work. Any student who receives a failing grade in the school
21 20 district's core curriculum areas shall be encouraged to attend
21 21 the summer school program.

CODE: Requires teachers identified by the Selection Committee to be offered extended contracts, and those that accept the contracts to receive salary enhancements. Requires the extended contracts to require the teachers to take measures to increase student achievement through summer school initiatives, including but not limited to curriculum study and remedial work. Requires any student that receives a failing grade in the core curriculum areas to be encouraged to attend summer school.

21 22 g. Teachers holding an initial or regular practitioner
21 23 license are eligible to receive salary enhancements under the
21 24 program.

CODE: Specifies that teachers holding an initial or regular practitioner license are eligible for the salary enhancements under the Iowa Elite Teacher Program.

21 25 h. Each school district participating in the program shall
21 26 submit a report to the department upon conclusion of the pilot
21 27 project. The department shall submit a final report to the
21 28 general assembly within thirty days of completion of the
21 29 program.

CODE: Requires each pilot project district to submit a report to the Department of Education upon conclusion of the pilot project. Requires the Department to submit a final report to the General Assembly within 30 days of completion of the Program.

21 30 i. Notwithstanding any provision to the contrary, up to
21 31 forty percent of the amount allocated for the fiscal year
21 32 beginning July 1, 2007, and for the fiscal year beginning July
21 33 1, 2008, pursuant to subsection 1, paragraph "g",
21 34 subparagraphs (2) and (3), shall be used by the department for
21 35 purposes of the Iowa elite teacher program.

CODE: Requires up to 40.00% of the funds allocated for the Iowa Elite Teacher Program in FY 2008 and FY 2009 to be used by the Department of Education for purposes of the Program.

* 4 24 #26. By striking page 20, line 4, through page 21,
* 4 25 line 35.

CODE: Strikes the Iowa Elite Teacher Program.

22 1 Sec. 43. Section 284.14, Code 2007, is amended by adding
22 2 the following new subsection:
22 3 NEW SUBSECTION. 0A. INTENT. The intent of this section
22 4 is to create a process by which select Iowa school districts
22 5 research, develop, and implement projects designed to identify
22 6 promising practices related to enhanced teacher compensation
22 7 career ladders and performance pay models. If successful
22 8 pilot processes are developed and implemented by local school
22 9 districts, it is the intent of the general assembly to
22 10 establish sustained long-term funding of successful planning
22 11 or implementation projects.

CODE: Specifies the intent of the General Assembly in establishing the Pay for Performance Program.

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* 4 26 #27. Page 22, by striking lines 7 through 11 and
* 4 27 inserting the following: "career ladders and
* 4 28 performance pay models."

HOUSE AMENDMENT:

CODE: Strikes language that specifies the General Assembly's intent to establish sustained long-term funding of successful pay-for-performance or career ladder planning or implementation projects.

22 12 Sec. 44. Section 284.14, subsections 1, 2, and 3, Code
22 13 2007, are amended to read as follows:
22 14 1. COMMISSION. A pay-for-performance commission is
22 15 established to design and implement a pay-for-performance
22 16 ~~program~~ pilot project and provide a study relating to teacher
22 17 and staff compensation containing a pay-for-performance
22 18 component. The study shall measure the cost and effectiveness
22 19 in raising student achievement of a compensation system that
22 20 provides financial incentives based on student performance.
22 21 The commission is part of the executive branch of government.

CODE: Technical change.

22 22 2. DEVELOPMENT OF PROGRAM. Beginning July 1, 2006, the
22 23 commission shall gather sufficient information to identify a
22 24 pay-for-performance program based upon student achievement

CODE: Strikes the requirement for individual pay for performance incentives.

22 25 gains and global content standards where student achievement
 22 26 gains cannot be easily measured. The commission shall review
 22 27 pay-for-performance programs in both the public and private
 22 28 sector. ~~Based on this information, the commission shall~~
 22 29 ~~design a program utilizing both individual and group incentive~~
 22 30 ~~components. At least half of any available funding identified~~
 22 31 ~~by the commission shall be designated for individual~~
 22 32 ~~incentives.~~

22 33 a. Commencing with the school year beginning July 1, 2007,
 22 34 the commission shall initiate ~~demonstration~~ planning projects,
 22 35 in selected kindergarten through grade twelve schools, to test
 23 1 the effectiveness of the pay-for-performance program. The
 23 2 purpose of the ~~demonstration~~ planning projects is to identify
 23 3 the strengths and weaknesses of ~~the various~~
 23 4 pay-for-performance program ~~design~~ career ladder designs,
 23 5 including the career path levels of the student achievement
 23 6 and teacher quality program pursuant to section 284.7,
 23 7 evaluate cost effectiveness, analyze student achievement ~~gains~~
 23 8 needs, select formative and summative student achievement
 23 9 measures that align to identify needs, consider necessary
 23 10 supports related to the student achievement goals in the
 23 11 school district's comprehensive school improvement plan, test-
 23 12 assessments review assessment needs, identify mechanisms to
 23 13 account for existing teacher contract provisions within the
 23 14 proposed career ladder salary increments, allow thorough
 23 15 review of data, and make necessary adjustments before
 23 16 ~~implementing~~ proposing implementation of the
 23 17 pay-for-performance program statewide.

CODE: Specifies that the purpose of the planning projects is to evaluate various pay for performance career ladder designs, including the career path levels established in the Student Achievement and Teacher Quality Program.

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- * 4 29 #28. Page 22, line 34, by striking the words
- * 4 30 "planning projects" and inserting the following:
- * 4 31 "projects planning pilots".

HOUSE AMENDMENT:

CODE: Technical change.

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HOUSE AMENDMENT:

- * 4 32 #29. Page 23, line 2, by striking the words
- * 4 33 "planning projects" and inserting the following:
- * 4 34 "projects planning pilots".

CODE: Technical change.

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- * 4 35 #30. Page 23, by striking lines 4 through 6 and
- * 4 36 inserting the following: "pay-for-performance program
- * 4 37 design,".

HOUSE AMENDMENT:

CODE: Strikes language specifying that career ladder designs, including the career path levels established in the Student Achievement and Teacher Quality Program, are to be evaluated by the pay-for-performance planning pilots.

- 23 18 b. ~~The~~ For the school year beginning July 1, 2007, and
- 23 19 ending June 30, 2008, the commission shall select up to ten
- 23 20 school districts as demonstration planning projects, with one
- 23 21 or more selected projects demonstrating a regional approach.
- 23 22 ~~To the extent practicable, participants shall represent~~
- 23 23 ~~geographically distinct rural, urban, and suburban areas of~~
- 23 24 ~~the state.~~ Participants shall provide reports or other
- 23 25 information as required by the commission.

CODE: Directs the Pay for Performance Commission to select up to 10 school districts as planning projects for FY 2008, and specifies that one or more must demonstrate a regional approach. Strikes a requirement that participating districts represent geographically distinct areas of the State.

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- * 4 38 #31. Page 23, by striking lines 18 through 29 and
- * 4 39 inserting the following:
- * 4 40 "b. ~~The~~ Commencing with the school year beginning
- * 4 41 July 1, 2007, the commission shall select ten two
- * 4 42 school districts as demonstration projects planning
- * 4 43 pilots. To the extent practicable, participants shall
- * 4 44 represent geographically distinct rural, urban, and
- * 4 45 suburban areas of the state. Participants shall
- * 4 46 provide reports or other information as required by
- * 4 47 the commission.

HOUSE AMENDMENT:

CODE: Directs the Pay for Performance Commission, commencing in FY 2008, to select two school districts as planning pilots.

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- * 4 48 c. Commencing with the school year beginning July
- * 4 49 1, 2008, the commission shall ~~select twenty additional~~
- * 4 50 administer two implementation pilots in the school

HOUSE AMENDMENT:

CODE: Directs the Pay for Performance Commission, commencing in FY 2009, to administer two implementation pilots in the school districts selected as planning pilots in FY 2008.

- * 5 1 ~~districts as demonstration projects~~ selected for
 * 5 2 ~~planning pilots under paragraph "b".~~

23 26 c. ~~Commencing with~~ For the school year beginning July 1,
 23 27 2008, ~~and ending June 30, 2009,~~ the commission shall select up
 23 28 ~~to~~ twenty additional school districts as ~~demonstration~~
 23 29 ~~planning or implementation~~ projects.

CODE: Directs the Pay for Performance Commission to select up to 20 additional school districts as planning or implementation projects in FY 2009.

23 30 3. REPORTS AND FINAL STUDY. Based on the information
 23 31 generated by the ~~demonstration~~ planning or implementation
 23 32 projects, the commission shall prepare an interim report by
 23 33 January ~~15 14, 2007~~ 2008, followed by interim progress reports
 23 34 annually, followed by a final study report analyzing the
 23 35 effectiveness of pay-for-performance in raising student
 24 1 achievement levels. The final study report shall be completed
 24 2 no later than six months after the completion of the
 24 3 ~~demonstration~~ planning or implementation projects. The
 24 4 commission shall provide copies of the final study report to
 24 5 the department of education and to the ~~chairpersons and~~
 24 6 ~~ranking members of the senate and house standing committees on~~
 24 7 ~~education~~ general assembly.

CODE: Postpones to January 14, 2008, the date by which the Pay for Performance Commission must provide an interim report.

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- * 5 3 #32. Page 23, lines 31 and 32, by striking the
 * 5 4 words "planning or implementation projects" and
 * 5 5 inserting the following: "projects planning and
 * 5 6 implementation pilots".

HOUSE AMENDMENT:

CODE: Technical change.

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- * 5 7 #33. Page 24, by striking line 3 and inserting the
 * 5 8 following: "~~demonstration projects~~ planning and
 * 5 9 implementation pilots. The".

HOUSE AMENDMENT:

CODE: Technical change.

24 8 Sec. 45. Section 284.14, subsection 4, Code 2007, is

CODE: Strikes the requirement that the General Assembly consider

24 9 amended by striking the subsection.

statewide implementation of a Pay for Performance Program in FY 2010.

*S-3298

* 5 10 #34. Page 24, by inserting after line 9 the
 * 5 11 following:
 * 5 12 "Sec. __. NEW SECTION. 284.14A CAREER LADDER
 * 5 13 PILOTS.
 * 5 14 1. INTENT. The intent of this section is to
 * 5 15 create a process by which select Iowa school districts
 * 5 16 research, develop, and implement pilots designed to
 * 5 17 identify promising practices related to enhanced
 * 5 18 teacher compensation career ladder models.
 * 5 19 2. PILOT ESTABLISHED. A career ladder pilot is
 * 5 20 established to be designed, implemented, and
 * 5 21 administered by the department. The department shall
 * 5 22 gather sufficient information to identify a career
 * 5 23 ladder pilot.
 * 5 24 a. For the school year beginning July 1, 2007, and
 * 5 25 ending June 30, 2008, the department shall select up
 * 5 26 to eight school districts as planning pilots.
 * 5 27 Participants shall provide reports or other
 * 5 28 information as required by the department.
 * 5 29 b. For the school year beginning July 1, 2008, and
 * 5 30 ending June 30, 2009, the department shall administer
 * 5 31 up to eight implementation pilots in the school
 * 5 32 districts selected for planning pilots under paragraph
 * 5 33 "a".
 * 5 34 3. INTERIM AND FINAL REPORTS. Based on the
 * 5 35 information generated by the planning and
 * 5 36 implementation pilots, the department shall submit an
 * 5 37 interim report to the general assembly by January 14
 * 5 38 annually, and shall submit a final report summarizing
 * 5 39 the effectiveness of the pilots in raising student
 * 5 40 achievement levels to the general assembly no later
 * 5 41 than six months after the completion of the planning

HOUSE AMENDMENT:

CODE: Establishes a Career Ladder Pilot to be designed, implemented, and administered by the Department of Education. Directs the Department to select up to eight school districts as planning pilots in FY 2008 and to administer implementation pilots in those school districts in FY 2009. Requires the Department to annually submit an interim report to the General Assembly by January 14 and to submit a final report no later than six months after the completion of the planning and implementation pilots. Specifies that, upon completion of the Career Ladder Pilot and subject to sufficient funding, the State Board of Education must adopt rules requiring all school districts to implement the successful components of the pilots.

* 5 42 and implementation pilots. Upon completion of the
* 5 43 career ladder planning and implementation pilots,
* 5 44 subject to the sufficiency of funds, the state board
* 5 45 of education shall adopt rules requiring
* 5 46 implementation of the successful components of the
* 5 47 pilots by school districts statewide."

24 10 Sec. 46. Section 284A.1, Code 2007, is amended by adding
24 11 the following new subsections:
24 12 NEW SUBSECTION. 2A. "Comprehensive evaluation" means a
24 13 summative evaluation of a beginning administrator conducted by
24 14 an evaluator in accordance with section 284A.3 for purposes of
24 15 determining a beginning administrator's level of competency
24 16 for recommendation for licensure based on the Iowa standards
24 17 for school administrators adopted pursuant to section 256.7,
24 18 subsection 27.
24 19 NEW SUBSECTION. 3A. "Director" means the director of the
24 20 department of education.
24 21 NEW SUBSECTION. 3B. "Evaluation" means a summative
24 22 evaluation of an administrator used to determine whether the
24 23 administrator's practice meets school district expectations
24 24 and the Iowa standards for school administrators adopted
24 25 pursuant to section 256.7, subsection 27.

CODE: Specifies definitions related to the Administrator Quality Program.

24 26 Sec. 47. Section 284A.2, subsection 3, Code 2007, is
24 27 amended to read as follows:
24 28 3. Each school board shall establish an administrator
24 29 mentoring program for all beginning administrators. The
24 30 school board may adopt the model program developed by the
24 31 department pursuant to subsection 2. Each school board's
24 32 beginning administrator mentoring and induction program shall,
24 33 at a minimum, provide for one year of programming to support
24 34 the Iowa standards for school administrators adopted pursuant
24 35 to section 256.7, subsection 27, and beginning administrators'
25 1 professional and personal needs. Each school board shall
25 2 develop an initial beginning administrator mentoring and

CODE: Requires that Beginning Administrator Mentoring and Induction Programs in local school districts support the State standards for administrators, as well as the personal and professional needs of beginning administrators.

DETAIL: Sections 2 and 3 of the Bill require the development of State standards for school administrators.

25 3 induction plan. The plan shall describe the mentor selection
25 4 process, describe supports for beginning administrators,
25 5 describe program organizational and collaborative structures,
25 6 provide a budget, provide for sustainability of the program,
25 7 and provide for program evaluation. The school board
25 8 employing an administrator shall determine the conditions and
25 9 requirements of an administrator participating in a program
25 10 established pursuant to this section. A school board shall
25 11 include its plan in the school district's comprehensive school
25 12 improvement plan submitted pursuant to section 256.7,
25 13 subsection 21.

25 14 Sec. 48. Section 284A.2, Code 2007, is amended by adding
25 15 the following new subsection:
25 16 NEW SUBSECTION. 3A. A beginning administrator shall be
25 17 informed by the school district or the area education agency,
25 18 prior to the beginning administrator's participation in a
25 19 mentoring and induction program, of the criteria upon which
25 20 the administrator will be evaluated and of the evaluation
25 21 process utilized by the school district or area education
25 22 agency.

CODE: Requires a school district or Area Education Agency to inform a beginning administrator of the criteria used and the process for evaluation.

25 23 Sec. 49. Section 284A.2, subsection 4, Code 2007, is
25 24 amended to read as follows:
25 25 4. By the end of a beginning administrator's ~~second~~ first
25 26 year of employment, the beginning administrator may be
25 27 comprehensively evaluated at the discretion of the school
25 28 board to determine if the administrator meets expectations to
25 29 move to a standard administrator license. The school district
25 30 or area education agency that employs a beginning
25 31 administrator shall recommend the beginning administrator for
25 32 a standard license if the beginning administrator is
25 33 determined through a comprehensive evaluation to demonstrate
25 34 competence in the Iowa standards for school administrators
25 35 adopted pursuant to section 256.7, subsection 27. A school

CODE: Requires a school district or Area Education Agency (AEA) that employs a beginning administrator to determine, at the end of the administrator's first year of employment, whether the administrator qualifies for a standard administrator license. Specifies that the district or AEA may allow a beginning administrator up to two years to demonstrate competence in the Iowa standards for school administrators. Requires the Board of Educational Examiners to grant a one-year extension of the beginning administrator's license upon the request of the school district or AEA employing the administrator.

26 1 district or area education agency may allow a beginning
 26 2 administrator a second year to demonstrate competence in the
 26 3 Iowa standards for school administrators if, after conducting
 26 4 a comprehensive evaluation, the school district or area
 26 5 education agency determines that the administrator is likely
 26 6 to successfully demonstrate competence in the Iowa standards
 26 7 for school administrators by the end of the second year. Upon
 26 8 notification by the school district or area education agency,
 26 9 the board of educational examiners shall grant a beginning
 26 10 administrator who has been allowed a second year to
 26 11 demonstrate competence a one-year extension of the beginning
 26 12 administrator's initial license. An administrator granted a
 26 13 second year to demonstrate competence shall undergo a
 26 14 comprehensive evaluation at the end of the second year.

26 15 Sec. 50. NEW SECTION. 284A.1 ADMINISTRATOR QUALITY
 26 16 PROGRAM.

26 17 An administrator quality program is established to promote
 26 18 high student achievement and enhanced educator quality. The
 26 19 program shall consist of the following three major components:

26 20 1. Mentoring and induction programs that provide support
 26 21 for administrators in accordance with section 284A.2, as
 26 22 amended in this Act.

26 23 2. Professional development designed to directly support
 26 24 best practices for leadership.

26 25 3. Evaluation of administrators against the Iowa standards
 26 26 for school administrators.

26 27 Sec. 51. NEW SECTION. 284A.3 IOWA STANDARDS FOR SCHOOL
 26 28 ADMINISTRATORS EVALUATIONS.

26 29 By July 1, 2008, each school board shall provide for
 26 30 evaluations for administrators under individual career
 26 31 development plans developed in accordance with section
 26 32 279.23A, and the Iowa standards for school administrators and
 26 33 related criteria adopted by the state board in accordance with

CODE: Establishes the Administrator Quality Program to include mentoring and induction programs, professional development, and evaluation against the Iowa standards for school administrators.

DETAIL: The Beginning Administrator Mentoring and Induction Program was established in FY 2006 and is funded with a General Fund standing appropriation of \$250,000.

CODE: Requires local school boards to provide for evaluations of administrators by July 1, 2008. Requires the evaluations to be based upon individual career development plans and the Iowa standards for school administrators and related criteria. Specifies that local school boards may establish additional administrator standards and related criteria.

26 34 section 256.7, subsection 27. A local school board may
26 35 establish additional administrator standards and related
27 1 criteria.

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* 5 48 #35. Page 26, line 30, by striking the word

* 5 49 "career" and inserting the following: "professional".

HOUSE AMENDMENT:

CODE: Technical change to reflect updated terminology.

27 2 Sec. 52. NEW SECTION. 284A.4 PARTICIPATION.
27 3 Effective July 1, 2007, each school district shall
27 4 participate in the administrator quality program, and the
27 5 board of directors of each school district shall do all of the
27 6 following:
27 7 1. Implement a beginning administrator mentoring and
27 8 induction program as provided in this chapter.
27 9 2. Adopt individual administrator career development plans
27 10 in accordance with this chapter.
27 11 3. Adopt an administrator evaluation plan that, at a
27 12 minimum, requires an evaluation of administrators in the
27 13 school district annually pursuant to section 279.23A and based
27 14 upon the Iowa standards for school administrators and
27 15 individual administrator career development plans.

CODE: Requires school districts to participate in the Administrator Quality Program by July 1, 2007. Specifies that the districts must implement a beginning administrator mentoring and induction program, adopt individual administrator career development plans, and adopt an administrator evaluation plan that requires annual evaluation based upon the Iowa standards for school administrators and the individual career development plans.

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* 5 50 #36. Page 27, line 9, by striking the word

* 6 1 "career" and inserting the following: "professional".

HOUSE AMENDMENT:

CODE: Technical change to reflect updated terminology.

*S-3298

* 6 2 #37. Page 27, line 15, by striking the word

* 6 3 "career" and inserting the following: "professional".

HOUSE AMENDMENT:

CODE: Technical change to reflect updated terminology.

27 16 Sec. 53. NEW SECTION. 284A.6 ADMINISTRATOR CAREER
27 17 DEVELOPMENT.
27 18 1. Each school district shall be responsible for the

CODE: Requires local school districts to provide professional growth programming for school administrators. Requires administrators to develop individual career development plans. Requires annual

27 19 provision of professional growth programming for individuals 27 20 employed in a school district administrative position by the 27 21 school district or area education agency as deemed appropriate 27 22 by the board of directors of the school district or area 27 23 education agency. School districts may collaborate with other 27 24 educational stakeholders including other school districts, 27 25 area education agencies, professional organizations, higher 27 26 education institutions, and private providers, regarding the 27 27 provision of professional development for school district 27 28 administrators. Professional development programming for 27 29 school district administrators may include support that meets 27 30 the career development needs of individual administrators 27 31 aligned to the Iowa standards for school administrators 27 32 adopted pursuant to section 256.7, subsection 27, and meets 27 33 individual administrator career development plans. 27 34 2. In cooperation with the administrator's evaluator, the 27 35 administrator who has a standard administrator's license 28 1 issued by the board of educational examiners pursuant to 28 2 chapter 272 and is employed by a school district or area 28 3 education agency in a school district administrative position, 28 4 shall develop an individual administrator career development 28 5 plan. The purpose of the plan is to promote individual and 28 6 group career development. The individual plan shall be based, 28 7 at a minimum, on the needs of the administrator, the Iowa 28 8 standards for school administrators adopted pursuant to 28 9 section 256.7, subsection 27, and the student achievement 28 10 goals of the attendance center and the school district as 28 11 outlined in the comprehensive school improvement plan. 28 12 3. The administrator's evaluator shall meet annually as 28 13 provided in section 279.23A with the administrator to review 28 14 progress in meeting the goals in the administrator's 28 15 individual plan. The purpose of the meeting shall be to 28 16 review collaborative work with other staff on student 28 17 achievement goals and to modify as necessary the 28 18 administrator's individual plan to reflect the individual 28 19 administrator's and the school district's needs and the 28 20 individual's progress in meeting the goals in the plan. The	review of the administrator's progress in meeting the goals of the plan.
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28 21 administrator shall present to the evaluator evidence of
28 22 progress. The administrator's supervisor and the evaluator
28 23 shall review and the supervisor may modify the administrator's
28 24 individual plan.

*S-3298

- * 6 4 #38. Page 27, line 16, by striking the word
- * 6 5 "CAREER" and inserting the following: "PROFESSIONAL".

HOUSE AMENDMENT:

CODE: Technical change to reflect updated terminology.

*S-3298

- * 6 6 #39. Page 27, line 30, by striking the word
- * 6 7 "career" and inserting the following: "professional".

HOUSE AMENDMENT:

CODE: Technical change to reflect updated terminology.

*S-3298

- * 6 8 #40. Page 27, line 33, by striking the word
- * 6 9 "career" and inserting the following: "professional".

HOUSE AMENDMENT:

CODE: Technical change to reflect updated terminology.

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- * 6 10 #41. Page 28, line 4, by striking the word
- * 6 11 "career" and inserting the following: "professional".

HOUSE AMENDMENT:

CODE: Technical change to reflect updated terminology.

*S-3298

- * 6 12 #42. Page 28, line 6, by striking the word
- * 6 13 "career" and inserting the following: "professional".

HOUSE AMENDMENT:

CODE: Technical change to reflect updated terminology.

28 25 Sec. 54. NEW SECTION. 284A.7 EVALUATION REQUIREMENTS FOR
28 26 ADMINISTRATORS.
28 27 A school district shall conduct an evaluation of an
28 28 administrator who holds a standard license issued under
28 29 chapter 272 at least once every three years for purposes of
28 30 assisting the administrator in making continuous improvement,
28 31 documenting continued competence in the Iowa standards for
28 32 school administrators adopted pursuant to section 256.7,

CODE: Requires school districts to conduct evaluations of administrators holding standard licenses at least once every three years.

28 33 subsection 27, or to determine whether the administrator's
 28 34 practice meets school district expectations. The review shall
 28 35 include, at a minimum, an assessment of the administrator's
 29 1 competence in meeting the Iowa standards for school
 29 2 administrators and the goals of the administrator's individual
 29 3 career development plan, including supporting documentation or
 29 4 artifacts aligned to the Iowa standards for school
 29 5 administrators and the individual administrator's career
 29 6 development plan.

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* 6 14 #43. Page 29, line 3, by striking the word

* 6 15 "career" and inserting the following: "professional".

HOUSE AMENDMENT:

CODE: Technical change to reflect updated terminology.

*S-3298

* 6 16 #44. Page 29, line 5, by striking the word

* 6 17 "career" and inserting the following: "professional".

HOUSE AMENDMENT:

CODE: Technical change to reflect updated terminology.

29 7 Sec. 55. 2006 Iowa Acts, chapter 1182, section 1,
 29 8 unnumbered paragraph 2, is amended to read as follows:
 29 9 For purposes, as provided in law, of the student
 29 10 achievement and teacher quality program established pursuant
 29 11 to chapter 284:
 29 12 FY 2006-2007..... \$104,343,894
 29 13 FY 2007-2008..... ~~\$139,343,894~~
 29 14 174,343,894
 29 15 FY 2008-2009..... ~~\$174,343,894~~
 29 16 249,343,894

CODE: Increases the General Fund appropriations to the Department of Education for FY 2008 and FY 2009 for the Student Achievement and Teacher Quality Program.

DETAIL: The FY 2008 appropriation is increased by \$35,000,000 and is an increase of \$70,000,000 compared to the estimated FY 2007 appropriation. The FY 2009 appropriation is increased \$75,000,000 and is an increase of \$75,000,000 compared to the FY 2008 appropriation.

29 17 Sec. 56. Section 284A.1, Code 2007, is transferred to
 29 18 section 284A.2.

CODE: Technical change.

29 19 Sec. 57. Section 284A.2, Code 2007, is transferred to

CODE: Technical change.

29 20 section 284A.5.

29 21 Sec. 58. Section 284A.3, Code 2007, is transferred to
29 22 section 284A.8.

CODE: Technical change.

29 23 Sec. 59. CODE EDITOR DIRECTIVE. The Code editor is
29 24 directed to correct internal references in the Code as
29 25 necessary due to enactment of the sections of this Act that
29 26 relocate sections 284A.1, 284A.2, and 284A.3.

Directs the Code Editor to correct internal references as needed.

29 27 Sec. 60. EFFECTIVE DATE. The section of this Act amending
29 28 section 284.13, subsection 1, paragraph "j", relating to the
29 29 nonreversion of funds, being deemed of immediate importance,
29 30 takes effect upon enactment.

Specifies that the provision in Section 41 of the Bill that provides for non-reversion of funds for the Pay for Performance Program takes effect upon enactment.

29 31 Sec. 61. STATE MANDATE FUNDING SPECIFIED. In accordance
29 32 with section 25B.2, subsection 3, the state cost of requiring
29 33 compliance with any state mandate included in this Act shall
29 34 be paid by a school district from state school foundation aid
29 35 received by the school district under section 257.16 and
30 1 moneys appropriated in this Act. This specification of the
30 2 payment of the state cost shall be deemed to meet all the
30 3 state funding-related requirements of section 25B.2,
30 4 subsection 3, and no additional state funding shall be
30 5 necessary for the full implementation of this Act by and
30 6 enforcement of this Act against all affected school districts.

Specifies that the costs to school districts of complying with the requirements of this Bill are to be paid from school foundation aid and no additional State funding shall be necessary.

30 7 SF 277
30 8 kh:rj/cc/26

*S-3298

* 6 18 #45. By renumbering, relettering, or redesignating
* 6 19 and correcting internal references as necessary.

PG LN

SF277 as amended by S-3298

Explanation

* 6 20 SF 277.H

* 6 21 kh/jg/25

Summary Data

General Fund

	Actual FY 2006	Estimated FY 2007	Gov Rec FY 2008	Senate Action FY 2008	House Action FY 2008	House Action vs. Est 2007	Page and Line #
	(1)	(2)	(3)	(4)	(5)	(6)	(7)
Education	\$ 69,593,894	\$ 104,343,894	\$ 174,343,894	\$ 174,343,894	\$ 174,343,894	\$ 70,000,000	
Grand Total	<u><u>\$ 69,593,894</u></u>	<u><u>\$ 104,343,894</u></u>	<u><u>\$ 174,343,894</u></u>	<u><u>\$ 174,343,894</u></u>	<u><u>\$ 174,343,894</u></u>	<u><u>\$ 70,000,000</u></u>	

Education

General Fund

	Actual FY 2006	Estimated FY 2007	Gov Rec FY 2008	Senate Action FY 2008	House Action FY 2008	House Action vs. Est 2007	Page and Line #
	(1)	(2)	(3)	(4)	(5)	(6)	(7)
<u>Education, Department of</u>							
Education, Department of							
Student Achievement/Teacher Quality	\$ 69,593,894	\$ 104,343,894	\$ 174,343,894	\$ 174,343,894	\$ 174,343,894	\$ 70,000,000	
Total Education, Department of	\$ 69,593,894	\$ 104,343,894	\$ 174,343,894	\$ 174,343,894	\$ 174,343,894	\$ 70,000,000	
Total Education	\$ 69,593,894	\$ 104,343,894	\$ 174,343,894	\$ 174,343,894	\$ 174,343,894	\$ 70,000,000	

Student Achievement and Teacher Quality Program
SF 277 as Amended by S-3298 - Allocations of the Annual Appropriation

	FY 2002	FY 2003	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	FY 2009
National Board Certification	\$ 1,900,000	\$ 1,400,000	\$ 700,000	\$ 1,100,000	\$ 2,000,000	\$ 1,915,000	\$ 1,402,500	\$ 1,402,500
NBC Support Program	0	0	0	0	0	250,000	0	0
Ambassador to Education	0	0	75,000	75,000	85,000	85,000	85,000	85,000
Mentoring and Induction	2,400,000	4,100,000	4,200,000	3,500,000	4,200,000	4,650,000	4,650,000	4,650,000
Career/Prof. Dev. and Eval. Training	3,000,000	1,750,000	1,300,000	175,000	400,000	610,000	695,000	695,000
Praxis II Pilot	500,000	500,000	0	0	0	0	0	0
Variable Pay	1,000,000	0	500,000	0	0	0	0	0
Add'l. Prof. Dev. Day(s)	0	0	0	0	10,000,000	10,000,000	0	0
Professional Development	0	0	0	0	0	0	20,000,000	0
Teacher Dev. Academies	0	0	0	0	0	0	1,845,000	0
Market Factor Incentives	0	0	0	0	0	3,390,000	3,390,000	7,500,000
Pay for Performance*	0	0	0	0	0	850,000	1,000,000	2,500,000
Institute for Tomorrow's Workforce	0	0	0	0	0	150,000	0	0
Salaries or Prof. Dev.	0	0	0	0	6,625,000	6,625,000	0	0
Teacher Compensation	31,200,000	32,250,000	37,500,000	40,433,894	46,283,894	75,818,894	141,276,394	232,511,394
Totals	<u>\$ 40,000,000</u>	<u>\$ 40,000,000</u>	<u>\$ 44,275,000</u>	<u>\$ 45,283,894</u>	<u>\$ 69,593,894</u>	<u>\$ 104,343,894</u>	<u>\$ 174,343,894</u>	<u>\$ 249,343,894</u>

NBC = National Board Certification

Legislative Services Agency: Student Achievement and Teacher Quality
Est. FY08 Basic Teacher Salary Allocations by District

Dist	District Name	Current Law	SF 277 As Amended by S-3298	
		Estimated Allocation in FY 08 Based on Current Law (\$121.7 million)	Estimated FY 08 Allocation Based on SF 277 (\$141.3 million)	Change from Current Law
18	ADAIR-CASEY	\$ 97,035	\$ 108,387	\$ 11,352
27	ADEL-DESOTO-MINBURN	369,223	415,186	45,963
9	AGWSR	182,015	207,447	25,432
441	A-H-S-T	161,871	181,685	19,814
63	AKRON WESTFIELD	149,528	168,957	19,429
72	ALBERT CITY-TRUESDALE	52,813	59,167	6,353
81	ALBIA	306,655	342,414	35,759
99	ALBURNETT	149,274	167,558	18,284
108	ALDEN	65,287	75,238	9,951
126	ALGONA	310,875	345,058	34,183
135	ALLAMAKEE	335,658	376,538	40,880
153	ALLISON-BRISTOW	78,334	86,950	8,616
171	ALTA	154,045	172,340	18,295
225	AMES	1,084,717	1,222,379	137,662
234	ANAMOSA	358,216	406,538	48,322
243	ANDREW	86,728	97,172	10,444
252	ANITA	79,436	88,037	8,600
261	ANKENY	1,701,629	1,909,739	208,110
270	ANTHON-OTO	81,621	90,477	8,856
279	APLINGTON-PARKERSBURG	190,790	214,440	23,650
333	ARMSTRONG-RINGSTED	106,093	119,330	13,237
355	AR-WE-VA	96,345	107,060	10,714
387	ATLANTIC	377,344	423,851	46,506
414	AUDUBON	168,456	188,701	20,245
423	AURELIA	82,002	92,079	10,078
472	BALLARD	328,737	368,435	39,698
504	BATTLE CREEK-IDA GROVE	190,558	211,391	20,834
513	BAXTER	103,052	115,184	12,132
540	BCLUW	161,581	179,464	17,883
549	BEDFORD	144,244	161,163	16,919
576	BELLE PLAINE	160,963	178,686	17,723
585	BELLEVUE	159,976	179,270	19,295

Dist	District Name	Current Law	SF 277 As Amended by S-3298	
		Estimated Allocation in FY 08 Based on Current Law (\$121.7 million)	Estimated FY 08 Allocation Based on SF 277 (\$141.3 million)	Change from Current Law
594	BELMOND-KLEMME	180,898	202,743	21,844
603	BENNETT	46,165	51,806	5,642
609	BENTON	407,254	456,707	49,453
621	BETTENDORF	987,082	1,113,855	126,773
720	BONDURANT-FARRAR	289,486	324,882	35,396
729	BOONE	583,015	658,857	75,842
747	BOYDEN-HULL	156,825	174,977	18,153
1917	BOYER VALLEY	135,564	152,166	16,602
846	BROOKLYN-GUERNSEY-MALCOM	151,669	168,474	16,806
882	BURLINGTON	1,113,843	1,248,352	134,509
914	C AND M	59,063	65,505	6,442
916	CAL	88,870	98,451	9,581
918	CALAMUS-WHEATLAND	143,576	162,025	18,449
936	CAMANCHE	242,938	271,615	28,677
977	CARDINAL	177,371	198,196	20,824
981	CARLISLE	403,634	454,064	50,430
999	CARROLL	435,615	487,635	52,020
1044	CEDAR FALLS	1,072,340	1,203,461	131,122
1053	CEDAR RAPIDS	4,304,861	4,832,126	527,265
1062	CENTER POINT-URBANA	321,494	359,633	38,139
1071	CENTERVILLE	397,390	444,613	47,223
1080	CENTRAL	139,313	155,683	16,371
1089	CENTRAL CITY	133,927	150,348	16,421
1082	CENTRAL CLINTON	404,723	449,209	44,486
1093	CENTRAL DECATUR	185,138	207,247	22,110
1079	CENTRAL LEE	252,406	283,675	31,269
1095	CENTRAL LYON	173,642	192,945	19,303
1107	CHARITON	353,293	396,009	42,717
1116	CHARLES CITY	404,486	456,439	51,953
1134	CHARTER OAK-UTE	95,292	105,678	10,386
1152	CHEROKEE	269,971	301,330	31,359
1197	CLARINDA	238,181	265,321	27,140
1206	CLARION-GOLDFIELD	235,187	268,193	33,006
1211	CLARKE	343,175	384,564	41,389
1215	CLARKSVILLE	94,555	104,936	10,381

Dist	District Name	Current Law	SF 277 As Amended by S-3298	
		Estimated Allocation in FY 08 Based on Current Law (\$121.7 million)	Estimated FY 08 Allocation Based on SF 277 (\$141.3 million)	Change from Current Law
1218	CLAY CENTRAL-EVERLY	122,774	136,135	13,360
2763	CLAYTON RIDGE	175,277	196,385	21,108
1221	CLEAR CREEK AMANA	363,333	405,096	41,763
1233	CLEAR LAKE	345,933	387,342	41,409
1224	CLEARFIELD	24,764	27,522	2,757
1278	CLINTON	1,098,559	1,229,218	130,659
1332	COLFAX-MINGO	216,910	242,664	25,753
1337	COLLEGE	949,432	1,077,297	127,865
1350	COLLINS-MAXWELL	144,100	161,647	17,547
1359	COLO-NESCO	136,323	151,404	15,081
1368	COLUMBUS	272,163	303,820	31,657
1413	COON RAPIDS-BAYARD	133,764	151,920	18,156
1431	CORNING	141,223	158,398	17,176
1449	CORWITH-WESLEY	56,569	62,578	6,008
1476	COUNCIL BLUFFS	2,240,306	2,513,355	273,050
1503	CRESTON	366,556	409,972	43,415
1576	DALLAS CENTER-GRIMES	418,871	469,698	50,827
1602	DANVILLE	123,440	138,752	15,311
1611	DAVENPORT	4,021,240	4,559,786	538,546
1619	DAVIS COUNTY	305,095	343,723	38,628
1638	DECORAH	369,360	411,741	42,381
1647	DEEP RIVER-MILLERSBURG	45,223	50,279	5,056
1675	DELWOOD	45,288	57,731	12,443
1701	DENISON	435,504	488,462	52,958
1719	DENVER	170,654	191,427	20,773
1737	DES MOINES INDEPENDENT	7,812,236	9,243,208	1,430,972
1782	DIAGONAL	35,313	39,042	3,729
1791	DIKE-NEW HARTFORD	186,316	208,748	22,432
1854	DOWS	35,878	41,629	5,751
1863	DUBUQUE	2,742,640	3,107,856	365,216
1908	DUNKERTON	128,947	143,123	14,177
1926	DURANT	180,792	203,914	23,122
1944	EAGLE GROVE	229,643	257,562	27,919
1953	EARLHAM	173,973	194,761	20,788
1963	EAST BUCHANAN	136,960	153,260	16,300

Dist	District Name	Current Law	SF 277 As Amended by S-3298	
		Estimated Allocation in FY 08 Based on Current Law (\$121.7 million)	Estimated FY 08 Allocation Based on SF 277 (\$141.3 million)	Change from Current Law
1965	EAST CENTRAL	106,730	119,307	12,577
1967	EAST GREENE	102,985	116,526	13,541
1968	EAST MARSHALL	207,414	233,529	26,115
1970	EAST UNION	133,513	151,785	18,272
1972	EASTERN ALLAMAKEE	119,787	133,362	13,575
657	EDDYVILLE-BLAKESBURG	205,534	231,475	25,941
1989	EDGEWOOD-COLESBURG	144,658	161,267	16,609
2007	ELDORA-NEW PROVIDENCE	177,670	200,822	23,153
2016	ELK HORN-KIMBALLTON	79,402	88,076	8,674
2088	EMMETSBURG	179,231	200,600	21,369
2097	ENGLISH VALLEYS	124,710	138,313	13,603
2113	ESSEX	74,188	83,221	9,034
2124	ESTHERVILLE LINCOLN	349,432	398,623	49,192
2151	EXIRA	84,094	93,334	9,240
2169	FAIRFIELD	488,157	544,893	56,736
2205	FARRAGUT	82,616	93,376	10,760
2295	FOREST CITY	344,994	385,052	40,058
2313	FORT DODGE	1,034,514	1,175,556	141,042
2322	FORT MADISON	585,587	655,035	69,447
2349	FREDERICKSBURG	78,373	86,974	8,600
2367	FREMONT	47,437	52,943	5,506
2369	FREMONT-MILLS	118,850	131,973	13,123
2376	GALVA-HOLSTEIN	126,819	142,977	16,159
2403	GARNER-HAYFIELD	200,247	224,172	23,924
2457	GEORGE-LITTLE ROCK	130,069	146,157	16,088
2466	GILBERT	261,550	292,408	30,858
2493	GILMORE CITY-BRADGATE	46,353	51,322	4,969
2502	GLADBROOK-REINBECK	182,020	204,077	22,057
2511	GLENWOOD	502,638	571,029	68,392
2520	GLIDDEN-RALSTON	101,834	114,811	12,977
2682	GMG	111,413	126,049	14,636
2556	GRAETTINGER	61,562	68,328	6,766
2664	GREENE	84,077	93,260	9,184
2709	GRINNELL-NEWBURG	432,262	483,057	50,795
2718	GRISWOLD	158,917	182,971	24,054

Dist	District Name	Current Law	SF 277 As Amended by S-3298	
		Estimated Allocation in FY 08 Based on Current Law (\$121.7 million)	Estimated FY 08 Allocation Based on SF 277 (\$141.3 million)	Change from Current Law
2727	GRUNDY CENTER	159,494	177,150	17,655
2754	GUTHRIE CENTER	147,605	165,852	18,246
2772	HAMBURG	85,250	95,682	10,432
2781	HAMPTON-DUMONT	310,238	347,974	37,736
2826	HARLAN	391,223	436,330	45,108
2834	HARMONY	116,089	128,820	12,730
2846	HARRIS-LAKE PARK	76,667	85,078	8,411
2862	HARTLEY-MELVIN-SANBORN	187,661	208,214	20,552
2977	HIGHLAND	177,457	196,859	19,401
2988	HINTON	143,404	160,862	17,458
2766	H-L-V	98,896	111,573	12,677
3029	HOWARD-WINNESHIEK	364,876	411,484	46,608
3033	HUBBARD-RADCLIFFE	108,079	121,925	13,846
3042	HUDSON	176,059	198,947	22,888
3060	HUMBOLDT	296,200	333,073	36,873
3168	IKM	116,831	132,999	16,168
3105	INDEPENDENCE	378,105	419,697	41,592
3114	INDIANOLA	782,953	873,886	90,933
3119	INTERSTATE 35	220,732	248,830	28,098
3141	IOWA CITY	2,728,799	3,056,645	327,846
3150	IOWA FALLS	282,025	314,813	32,787
3154	IOWA VALLEY	160,784	179,923	19,138
3186	JANESVILLE CONSOLIDATED	79,053	87,947	8,893
3195	JEFFERSON-SCRANTON	276,799	308,786	31,988
3204	JESUP	196,132	219,722	23,590
3231	JOHNSTON	1,257,482	1,408,641	151,159
3312	KEOKUK	539,315	615,966	76,651
3330	KEOTA	104,965	117,042	12,077
3348	KINGSLEY-PIERSON	127,223	142,467	15,244
3375	KNOXVILLE	494,102	554,346	60,245
3420	LAKE MILLS	169,056	189,416	20,360
3465	LAMONI	104,362	117,418	13,056
3537	LAURENS-MARATHON	108,576	120,448	11,872
3555	LAWTON-BRONSON	152,809	173,340	20,532
3600	LE MARS	539,723	606,938	67,215

Dist	District Name	Current Law	SF 277 As Amended by S-3298	
		Estimated Allocation in FY 08 Based on Current Law (\$121.7 million)	Estimated FY 08 Allocation Based on SF 277 (\$141.3 million)	Change from Current Law
3609	LENOX	101,659	113,554	11,895
3645	LEWIS CENTRAL	616,519	690,403	73,883
3705	LINEVILLE-CLIO	34,561	38,214	3,653
3715	LINN-MAR	1,427,981	1,608,699	180,719
3744	LISBON	154,594	172,819	18,225
3798	LOGAN-MAGNOLIA	166,129	186,260	20,132
3816	LONE TREE	114,401	126,778	12,377
3841	LOUISA-MUSCATINE	235,961	263,711	27,750
3897	LUVERNE	23,762	26,373	2,611
3906	LYNNVILLE-SULLY	126,662	141,449	14,787
3942	MADRID	152,959	169,876	16,917
3978	MALVERN	98,789	110,864	12,075
4014	MANNING	122,545	137,668	15,123
4023	MANSON NORTHWEST WEBSTER	181,377	205,792	24,415
4033	MAPLE VALLEY	136,336	151,486	15,150
4041	MAQUOKETA	414,675	465,759	51,084
4043	MAQUOKETA VALLEY	214,372	239,873	25,501
4068	MARCUS-MERIDEN-CLEGHORN	134,939	153,367	18,428
4086	MARION INDEPENDENT	482,826	537,564	54,738
4104	MARSHALLTOWN	1,221,497	1,386,074	164,578
4122	MARTENSDALE-ST MARYS	134,547	151,136	16,589
4131	MASON CITY	977,025	1,101,593	124,568
4203	MEDIAPOLIS	228,176	255,128	26,952
4212	MELCHER-DALLAS	103,814	117,013	13,198
4266	MESERVEY-THORNTON	52,738	58,401	5,663
4419	MFL MARMAC	232,610	262,873	30,263
4269	MIDLAND	177,872	200,753	22,882
4271	MID-PRAIRIE	310,919	347,049	36,129
4356	MISSOURI VALLEY	218,707	246,447	27,740
4149	MOC-FLOYD VALLEY	325,124	367,390	42,266
4437	MONTEZUMA	137,916	153,017	15,100
4446	MONTICELLO	255,666	289,074	33,407
4491	MORAVIA	101,080	113,683	12,603
4505	MORMON TRAIL	83,280	94,122	10,842
4509	MORNING SUN	55,501	63,442	7,941

Dist	District Name	Current Law	SF 277 As Amended by S-3298	
		Estimated Allocation in FY 08 Based on Current Law (\$121.7 million)	Estimated FY 08 Allocation Based on SF 277 (\$141.3 million)	Change from Current Law
4518	MOULTON-UDELL	71,177	78,878	7,701
4527	MOUNT AYR	191,205	214,996	23,791
4536	MOUNT PLEASANT	519,936	581,181	61,245
4554	MOUNT VERNON	274,823	306,882	32,059
4572	MURRAY	88,790	99,232	10,442
4581	MUSCATINE	1,338,941	1,509,290	170,349
4599	NASHUA-PLAINFIELD	181,453	202,983	21,530
4617	NEVADA	369,275	413,988	44,713
4662	NEW HAMPTON	283,307	318,141	34,834
4689	NEW LONDON	146,149	164,008	17,859
4698	NEW MARKET	32,215	35,894	3,678
4644	NEWELL-FONDA	124,035	139,101	15,066
4725	NEWTON	823,171	917,884	94,714
4751	NISHNA VALLEY	73,759	82,106	8,347
2673	NODAWAY VALLEY	197,291	218,969	21,678
4761	NORA SPRINGS-ROCK FALLS	117,849	132,137	14,289
3691	NORTH CEDAR	244,054	272,528	28,474
4772	NORTH CENTRAL	129,748	144,217	14,469
4774	NORTH FAYETTE	239,906	268,394	28,488
873	NORTH IOWA	149,950	169,740	19,790
4778	NORTH KOSSUTH	95,296	105,790	10,494
4777	NORTH LINN	189,542	211,994	22,452
4776	NORTH MAHASKA	142,172	157,893	15,721
4779	NORTH POLK	274,260	309,126	34,866
4784	NORTH SCOTT	725,236	817,483	92,248
4785	NORTH TAMA COUNTY	135,640	152,083	16,443
4787	NORTH WINNESHIEK	78,041	87,276	9,236
4773	NORTHEAST	159,004	178,158	19,153
4775	NORTHEAST HAMILTON	78,031	88,663	10,632
4788	NORTHWOOD-KENSETT	133,016	148,699	15,683
4797	NORWALK	564,486	632,285	67,799
4860	ODEBOLT-ARTHUR	98,046	108,706	10,660
4869	OELWEIN	362,808	406,338	43,531
4878	OGDEN	187,781	210,171	22,390
4890	OKOBOJI	234,174	262,625	28,450

Dist	District Name	Current Law	SF 277 As Amended by S-3298	
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4905	OLIN CONSOLIDATED	76,221	84,560	8,339
4978	ORIENT-MACKSBURG	77,523	87,650	10,127
4995	OSAGE	246,998	277,889	30,891
5013	OSKALOOSA	609,769	684,378	74,609
5049	OTTUMWA	1,162,372	1,307,630	145,259
5121	PANORAMA	197,258	222,578	25,320
5139	PATON-CHURDAN	52,499	58,369	5,870
5160	PCM	261,866	293,830	31,964
5163	PEKIN	189,241	210,803	21,562
5166	PELLA	502,121	562,635	60,515
5184	PERRY	483,168	539,692	56,524
5250	PLEASANT VALLEY	801,453	897,503	96,050
5256	PLEASANTVILLE	176,399	197,545	21,147
5283	POCAHONTAS AREA	171,812	192,672	20,860
5301	POMEROY-PALMER	72,601	80,840	8,239
5310	POSTVILLE	162,560	182,369	19,809
5325	PRAIRIE VALLEY	196,307	223,140	26,833
5328	PRESCOTT	25,221	29,804	4,583
5337	PRESTON	90,269	101,076	10,807
5463	RED OAK	333,010	373,374	40,364
5486	REMSSEN-UNION	114,216	127,552	13,337
5508	RICEVILLE	102,927	117,201	14,274
1975	RIVER VALLEY	136,517	154,866	18,349
5510	RIVERSIDE	168,156	188,482	20,326
5607	ROCK VALLEY	142,986	159,367	16,380
5625	ROCKWELL CITY-LYTTON	148,389	168,019	19,630
5616	ROCKWELL-SWALEDAL	95,354	105,802	10,448
5643	ROLAND-STORY	246,922	275,660	28,738
5697	RUDD-ROCKFORD-MARBLE RK	146,971	165,041	18,070
5715	RUSSELL	56,418	62,578	6,160
5724	RUTHVEN-AYRSHIRE	73,004	80,933	7,929
5742	SAC	123,936	137,446	13,510
5805	SAYDEL	348,075	389,848	41,773
5823	SCHALLER-CRESTLAND	115,532	129,918	14,386
5832	SCHLESWIG	67,820	75,451	7,632

Dist	District Name	Current Law	SF 277 As Amended by S-3298	
		Estimated Allocation in FY 08 Based on Current Law (\$121.7 million)	Estimated FY 08 Allocation Based on SF 277 (\$141.3 million)	Change from Current Law
5868	SENTRAL	63,158	70,467	7,309
5877	SERGEANT BLUFF-LUTON	351,705	396,177	44,473
5895	SEYMOUR	86,761	96,668	9,906
5922	SHEFFIELD-CHAPIN	87,425	97,022	9,598
5949	SHELDON	245,095	273,284	28,189
5976	SHENANDOAH	278,168	310,640	32,473
5994	SIBLEY-OCHEYEDAN	216,037	241,680	25,643
6003	SIDNEY	108,295	121,861	13,567
6012	SIGOURNEY	179,555	199,800	20,245
6030	SIOUX CENTER	249,001	278,191	29,189
6035	SIOUX CENTRAL	135,517	151,842	16,325
6039	SIOUX CITY	3,346,623	3,734,558	387,935
6093	OLON	291,015	325,249	34,234
6092	SOUTH CLAY	34,800	42,712	7,911
6095	SOUTH HAMILTON	205,438	229,295	23,858
6099	SOUTH O'BRIEN	174,356	194,728	20,372
6097	SOUTH PAGE	72,198	80,038	7,840
6098	SOUTH TAMA COUNTY	413,885	465,945	52,060
6100	SOUTH WINNESHIEK	168,301	188,271	19,970
6101	SOUTHEAST POLK	1,299,422	1,473,768	174,346
6094	SOUTHEAST WARREN	151,994	171,342	19,347
6096	SOUTHEAST WEBSTER GRAND	170,965	190,325	19,360
6091	SOUTHERN CAL	146,791	165,720	18,929
6102	SPENCER	485,817	542,994	57,177
6120	SPIRIT LAKE	310,417	346,563	36,146
6138	SPRINGVILLE	129,040	144,152	15,112
5751	ST ANSGAR	173,539	196,149	22,610
6165	STANTON	66,484	73,670	7,186
6175	STARMONT	197,529	220,912	23,383
6219	STORM LAKE	493,946	554,025	60,079
6246	STRATFORD	51,735	59,374	7,639
6273	SUMNER	136,607	155,547	18,940
6345	TERRIL	47,235	52,450	5,215
6408	TIPTON	210,470	235,460	24,991
6417	TITONKA CONSOLIDATED	54,817	60,774	5,957

Dist	District Name	Current Law	SF 277 As Amended by S-3298	
		Estimated Allocation in FY 08 Based on Current Law (\$121.7 million)	Estimated FY 08 Allocation Based on SF 277 (\$141.3 million)	Change from Current Law
6453	TREYNOR	152,665	171,275	18,610
6460	TRI-CENTER	192,404	217,299	24,895
6462	TRI-COUNTY	97,278	107,854	10,576
6471	TRIPOLI	125,431	140,644	15,213
6509	TURKEY VALLEY	133,769	150,212	16,443
6512	TWIN CEDARS	121,319	136,377	15,059
6516	TWIN RIVERS	50,853	56,406	5,553
6534	UNDERWOOD	176,166	197,464	21,298
6536	UNION	293,602	328,166	34,564
6561	UNITED	69,497	78,818	9,321
6579	URBANDALE	814,088	916,060	101,972
6591	VALLEY	137,575	154,540	16,964
6592	VAN BUREN	191,912	225,582	33,670
6615	VAN METER	146,088	165,698	19,611
6633	VENTURA	90,782	100,491	9,709
6651	VILLISCA	106,161	118,869	12,708
6660	VINTON-SHELLSBURG	473,455	530,217	56,762
6700	WACO	151,817	174,695	22,877
6741	WALL LAKE VIEW AUBURN	135,956	150,978	15,022
6750	WALNUT	62,787	69,891	7,103
6759	WAPELLO	209,931	233,988	24,058
6762	WAPSIE VALLEY	167,726	186,365	18,639
6768	WASHINGTON	455,928	509,807	53,879
6795	WATERLOO	2,649,307	2,943,630	294,323
6822	WAUKEE	1,171,181	1,318,240	147,060
6840	WAVERLY-SHELL ROCK	437,673	489,663	51,990
6854	WAYNE	168,783	187,089	18,306
6867	WEBSTER CITY	400,385	446,347	45,962
6921	WEST BEND-MALLARD	104,469	115,707	11,239
6930	WEST BRANCH	201,295	224,313	23,017
6937	WEST BURLINGTON IND	147,269	164,949	17,680
6943	WEST CENTRAL	88,811	98,622	9,812
6264	WEST CENTRAL VALLEY	256,028	285,524	29,496
6950	WEST DELAWARE COUNTY	416,343	469,485	53,143
6957	WEST DES MOINES	2,064,578	2,305,851	241,272

		Current Law	SF 277 As Amended by S-3298	
Dist	District Name	Estimated Allocation in FY 08 Based on Current Law (\$121.7 million)	Estimated FY 08 Allocation Based on SF 277 (\$141.3 million)	Change from Current Law
819	WEST HANCOCK	155,452	174,541	19,089
6969	WEST HARRISON	130,970	151,168	20,197
6975	WEST LIBERTY	317,591	358,961	41,370
6983	WEST LYON	182,833	204,852	22,019
6985	WEST MARSHALL	216,543	242,351	25,808
6987	WEST MONONA	181,476	202,316	20,840
6990	WEST SIOUX	195,631	217,068	21,436
6961	WESTERN DUBUQUE	694,931	789,423	94,492
6992	WESTWOOD	162,352	183,556	21,205
7002	WHITING	65,955	73,779	7,823
7029	WILLIAMSBURG	295,502	330,717	35,215
7038	WILTON	220,420	248,347	27,927
7047	WINFIELD-MT UNION	110,511	126,057	15,545
7056	WINTERSET	412,486	461,826	49,340
7083	WODEN-CRYSTAL LAKE	44,048	48,748	4,699
7092	WOODBINE	121,784	136,830	15,046
7098	WOODBURY CENTRAL	154,868	173,797	18,929
7110	WOODWARD-GRANGER	197,606	219,376	21,770
Total for School Districts		\$ 120,357,748	\$ 135,575,779	\$ 15,218,031
9201	AEA 1	53,364	58,421	5,057
9205	AEA 8	43,928	83,713	39,785
9207	AEA 267	817,383	2,033,575	1,216,192
9209	AEA 9	69,959	94,399	24,440
9210	AEA 10	52,063	981,041	928,978
9211	AEA 11	147,825	394,233	246,408
9212	AEA 12	138,291	695,527	557,236
9213	AEA 13	22,777	526,499	503,721
9214	AEA 14	19,523	194,498	174,975
9215	AEA 15	13,016	350,881	337,865
9216	AEA 16	13,016	287,829	274,813
Regents	School for Deaf/School For Blind	0	0	0
AEA/Regents Schools Total		\$ 1,391,146	\$ 5,700,615	\$ 4,309,469
Overall Total		\$ 121,748,894	\$ 141,276,394	\$ 19,527,500

<u>Dist</u>	<u>District Name</u>	<u>Current Law</u>	<u>SF 277 As Amended by S-3298</u>	<u>Change from Current Law</u>
		<u>Estimated Allocation in FY 08 Based on Current Law (\$121.7 million)</u>	<u>Estimated FY 08 Allocation Based on SF 277 (\$141.3 million)</u>	

Notes:

Estimates for SF 277 as amended by S-3298 include school district nurse FTEs from the 2004-2005 Certified Annual Report .

Sources:

Iowa Department of Education, Certified Enrollment, Teacher FTEs, Certified Annual Report, Nurse FTEs.

LSA Calculations.